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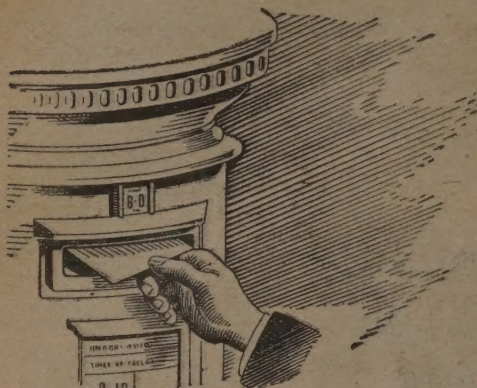
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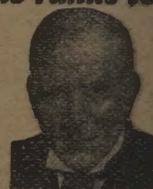
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Local Government Service

JOURNAL OF THE NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

NO. 15 VOL. XXIV

APRIL 1947

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LET US GIVE A LEAD!

FROM the welter of words provoked by publication of the Government's Economic Survey for 1947, one fact stands out. We in Britain must produce or perish. Whether we want more bacon or more beer, more coal or more clothes, more houses or more holidays, there is only one way to get them, or even to retain what we now have: we must work—work harder, work more productively.

Assuming the best possible circumstances—no more coal crises, no strikes, no blizzards, and no international difficulties involving further rearmament—the Government estimates that, by December, the total labour force, including 100,000 foreign workers, will reach 18,400,000. But, as NICHOLAS KALDOR showed in the "Manchester Guardian" on March 10, even this total will fall short of our full needs by between 1,000,000 and 1,400,000. And if we cannot increase it, we shall be faced, not merely with the continuance of all the present shortages, queues, rationing, and rising prices, but by greater shortages, longer queues, more severe rationing, and still higher prices. That is a fact for which no political party is responsible and which no political planning can escape. The remedy lies in our hands.

Extra Effort Will Do It!

How can we apply it? We cannot, overnight, find a million additional workers. But we can, as a nation, do the work of a million workers, on top of our own. If every employed man and woman in the country were to add just six per cent to his or her output, to put in the equivalent of about 2½ hours' extra work a week, that extra effort would be equivalent to a million extra hands. And if, on top of that, we worked six per cent more efficiently, we should produce not only what we need, but that little bit extra that means the difference between poverty and plenty.

How does this affect local government? Local government officers may mine no coal, weave no cotton, grow no wheat; but many of them are engaged in "productive" activities—the provision of homes, the generation and distribution of electricity and gas, the supply of water, the provision of transport and communications essential to productive industry, and the maintenance of the environmental and sanitary conditions which are as necessary to productive industry as they are to the life of the workers engaged in it. If others are engaged in "amenity" services, the amenities are of a kind which public feeling regards as representing the bare minimum

and amounting virtually to necessities. Parliament, indeed, has consistently been passing legislation for improved standards of service in all these spheres. The manpower of the service has, in fact, been lagging behind the supply.

The call is not for reduced manpower in the service, but for measures which will enable the service to discharge the expanded responsibilities entrusted to it with a curtailed claim on any further manpower.

How is this to be done? The "simple" solution is to increase working hours. Many people are already urging such an increase, and, as this is written, we read a report that some M.P.s are looking with jealous eyes on the 38-hour week in the local government service.

But an extension of working hours in the local government service alone would be no solution. Already, local authorities are finding it almost impossible to recruit clerical staffs in face of the competition of even shorter hours and higher wages in offices and shops employing similar labour: were the local government week to be increased to, say, 40 hours, without a comparable increase for all clerical workers, local authorities would not only fail to recruit, but would be likely to lose many of their existing employees. To be effective, an increase in the working week would need to be both compulsory and general. Moreover, although their basic week is one of 38 hours, many local government officers are already working much longer than this, and an extension of hours would thus have little practical effect—beyond accentuating the recruitment problem by increasing present disparities in pay between the service and comparable work outside it.

Harder Work—Greater Efficiency

If a longer working week cannot solve the problem, we are left with only two alternatives—harder work within the 38 hours, and more efficient organisation of that work.

Both, we believe, can be achieved. How many among us can say, with hand on heart, that he is working "full out" at his job, with never a wasted minute, and that his personal work and that of his department is organised with maximum efficiency and no waste of time or labour? While many, probably the majority, are working hard and conscientiously, we still suffer from drones, gossipers, time-wasters, and bottlenecks; we still perform needless jobs because nobody has troubled to inquire into their necessity, we still do things the long way because we have never learned the short.

Is there not a case here for the setting up, in local government, of some form of "produc-

tion committees" to examine work and staffing, to inquire into office routine and procedures, to cut out all activity not strictly necessary, and to inspire the staff to ever greater effort and efficiency? A central committee of councillors and chief officers, supplemented by smaller committees within each department or section, upon which all grades of staff were represented, would, we are convinced, cut out much dead wood, break many bottlenecks, lead to harder and more efficient work, and thus help to reduce the demands of the service on manpower. It is unnecessary to make heavy going of a plan of this kind. A forthright appeal and invitation to the staff as a whole to put forward their ideas and suggestions, a few meetings, the more informal the better, and the job would be done—though it would be of advantage to make the scheme a permanent one, since efficiency is dynamic, needing constant adjustment to ever-changing circumstances.

Research Groups, Too

With such "production committees" might well be linked the proposal made by a correspondent this month for a central NALGO research organisation and research groups in every branch, to mobilise the brains and abilities of members, to inquire into all time and labour saving procedures, and to develop and spread widely new ideas likely to make for more efficient working.

The Civil Service has shown that much can be done in this direction. For example, the simplification of taxation technique and the introduction of the principle of paying tax on what you earn now and not what you earned last year both followed prolonged pressure by the civil servants in the inland revenue; DOUGLAS HOUGHTON, the secretary of the staff federation, has become a household name as a propagandist for better taxation methods. The humanisation of the work of the Assistance Board, too, arose out of representations made by the staff side of that department's joint council. Moreover, Whitleyism in the civil service has been used, as its constitution provided, "for utilising the ideas and experience of the staff." Though this came about only after strong staff representations, and though the progress so far made by no means satisfies the staff, it suffices to point the way in which local government, through Whitleyism at national, provincial, and local levels could provide joint machinery for improving administrative technique and general efficiency.

The Civil Service, too, has not been afraid of using novel methods to inculcate efficiency—as we discovered recently when we saw three films

made by the Training and Education Division of the Treasury. One, "As Others See Us," employed Jack Train and Beryl Orde to demonstrate how and how not to handle the "casual caller" at a Government Office, illustrating, with lively humour, the need for patience, courtesy, tact, and interest, and the devastating effect on the caller of indifference, boredom, timidity, aggressiveness, and all the other common vices of interviewers. Two others, "The Pool of Contentment" and "Typing Technique," showed the work of the typing pool and illustrated by awful example the errors of which both typists and their employers are often guilty. Complementary to the first is a Ministry of Labour film, "Put Yourself in his Shoes," demonstrating the "wrong" and "right" ways of interviewing a man seeking a job at the employment exchange.

What—No Journals?

To the many members who asked this question last month, we offer our apologies. The ban on periodicals imposed during the fuel crisis made it impossible to begin printing until March 3. We could have published a journal about the middle of March but, since the April number must contain the preliminary agenda for Conference, and it was clear that the agenda would be exceptionally long, we judged it better to concentrate on publishing the April journal in good time and using the paper saved by suspension of the March number to provide members with bigger journals this month and next than the ration would otherwise have allowed.

All four films would be well worth including in any local government training scheme, but still better would be similar films specially made for the service and adapted to its particular needs.

This, however, is a digression from our main theme, which is that, to solve the problem before us today, local authorities must take their staffs into partnership in a "production drive." Chief officers must invite and listen to the views and suggestions of their subordinates, and every member of the service must make it his personal obligation to work harder himself and to contribute his utmost to the work of his department. If that can be done, local government will be contributing its utmost to the national effort, while making the least practicable demand on the labour so urgently needed for production.

It is not only patriotism, but vital self-interest, that demands these measures. Without them, our hard-won conditions as local government officers, and our needs as individuals for food, clothing, and the essentials and luxuries of life, will be in jeopardy.

Hospital Salary Chaos

OF the many anomalies of the local government salary position, probably the most glaring is that of institution staff. With no fewer than seven separate wages boards, each autonomous and each fixing rates of pay at different times and on different formulae from the others, without any attempt at liaison or co-ordination, the position is chaotic.

How chaotic, is illustrated by the fact that, in London, a resident maid aged 18 may get £36 a year more than a fully-trained State-registered staff nurse, a doctor's maid £7 more than a ward sister, a cook as much as the matron of a residential day nursery, an untrained non-resident male ward orderly £15 more than an experienced non-resident male nurse, a gate porter on shift work £35 more than the master of an institution of up to 199 beds, and the foster-mother in charge of a home for ten children £19 more than the matron of a home for 50 children. To add to the salary anomalies is the fact that, of the

staff working side by side in the same institution, one section will be getting paid overtime during the week and time-and-a-half for Sunday work, while another section gets no overtime and no special payment for Sunday duty.

One result of this chaos—which more examples could be given—is disaffection within institutions, the smooth operation of which depends very largely on the maintenance of a correct balance among the various groups of staff. Another, more serious, is that nurses are transferring to the nurses' co-operatives, which pay rates far above those of the local authorities (how far is shown by the fact that local authorities engaging temporary nurses from the co-operatives have agreed to pay 50 per cent above Rushcliffe rates).

The argument, often advanced, that the resident nurse has valuable emoluments on top of her salary, carries little weight in practice, since the emolument value is very largely a fictional one, fixed for the purposes of calculating a superannuation allowance (in which few nurses are interested). For example, the maid's emoluments are valued at £60 and the ward sister's at £120—but both are given food, housing, and uniform. What counts with nurses, as with other people, is the cash in the wage packet. Nor does the prospect of promotion make it any easier for the trained nurse to be content with a pay packet lighter than that of the maid who serves her food.

In quoting the salary anomalies above, we do not suggest that any institution employees are being overpaid today. The examples are given to show how great is the need for a single negotiating body to deal with the whole of the hospital or institution as a unit, fixing salaries for all the staff on a balanced and scientific basis. For that, the case is unanswerable.

Are We Democratic?

HOW far do citizens take part in the process of local government? How far do they regard the local authority, not as something outside of, or above, themselves, but as something which they create and control. How far, in a word, is local government democratic?

These questions, fundamental to any public relations policy for local government, are asked in a recent PEP document (Planning No. 261—PEP, 16, Queen Anne's Gate, S.W.1), the first of a series on "Active Democracy." To answer them, the document examines the issues at recent local elections in

Bristol and Gloucestershire, how those issues were presented to the electors, the extent to which they responded, and the way in which candidates were chosen.

The result is chastening. In all the authorities covered, the proportion of electors voting was lower in the post-war elections than those held before the war, notwithstanding the more active propaganda of the Labour Party after its victory at the post-war general election and the response thus stimulated in the opposition parties.

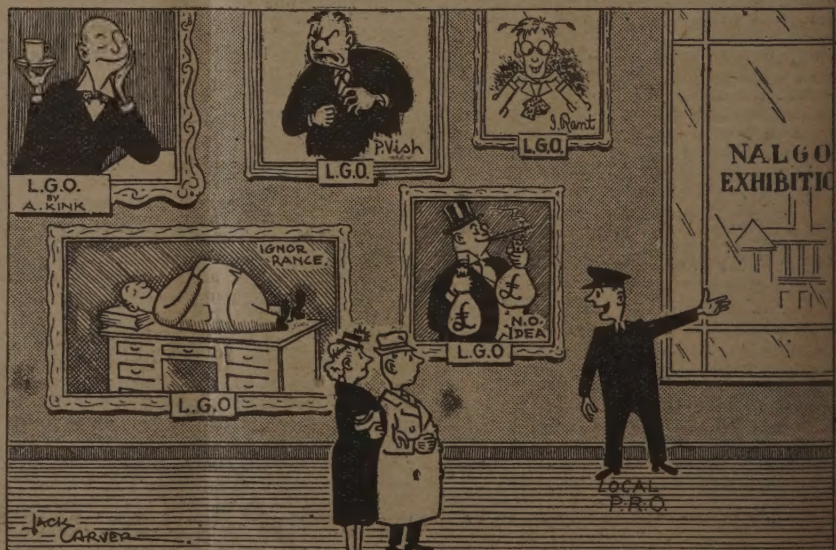
Causes of this apathy, the report suggests include "a belief that the administrative machine ticks over very smoothly by itself and that the ordinary citizen need not bother about it"; domestic worries; lack of local roots; lack of knowledge of what the election is about; failure of the newspapers to report the real work of the council as distinct from "scenes" and personalities; the shortage of good candidates for council office; and (particularly with the Labour Party) estrangement of councillors from all save party political groups and organisations, tending to insulate them from the rest of civic life.

Fuller Inquiry Needed

The report concludes by emphasising the need for much fuller inquiry before conclusion can safely be drawn, and poses a number of questions which could profitably be asked elsewhere, such as: What form does public interest take and where does it exist? Do citizens attend council meetings (and are the proceedings so arranged that they can understand them)? Do the people regard the party struggle as shadow fighting? Do the parties get a council well balanced in age, sex, and occupation? Do the people know what part local government activity plays in their lives and does the council take pains to make known to them?

Bristol city council appears itself to recognise the need for action to remedy this apathy for it is now appointing a public relations officer at a salary of £1,000—£1,200.

It is the aim of "Local Government Service" to encourage the fullest freedom of opinion and expression within the Association. Unless the fact is expressly stated, therefore, views put forward in this journal—whether in the editorial columns or in signed articles—should not necessarily be regarded as expressing the considered policy of the Association.



"Now come and have a look at the real thing!"

Broken Marriages—How Local Government Can Help To Prevent Them

If the present rate continues, one out of every five marriages in Britain today will end in separation or divorce. The number is increasing—with shattering effect on the happiness of thousands of men, women, and children. Can local government help to stop the rot? Below, one of the foremost authorities on the subject gives his view.

By **Dr. DAVID MACE**, Secretary, Marriage Guidance Council

BEFORE the war, for every twenty new marriages, one marriage ended in separation or divorce. In 1943 the proportion reached one in ten. Today, it is one in five.

This may, or may not, be a peak, following the social upheaval of the war. But, once a divorce spiral is set in motion, it is difficult to check, as Russia and America have found recently. In some American cities, the divorce rate now equals the marriage rate. That is saturation point. We have no guarantee that we shall not end there, if we follow present trends to develop.

What can we do to stop the rot? In Soviet Russia, with a totalitarian type of government, it is easy enough. Having realised what the broken home has cost the nation, they have simply put on the screw. We cannot do that in our democracy. Public opinion must be enlightened and then galvanized into action. That takes time, and meanwhile the trickle to the divorce courts grows into a stream, and the stream into a torrent.

Remedies—and a Plan

The Marriage Guidance Council was created to meet this situation. We do not claim that we necessarily know more about it, or care more about it, than other responsible citizens. But we have been in closer touch with the problem than most. Day by day, for four years, we have dealt at first hand with potential candidates for the divorce court. We have seen, in thousands of individual tragedies, what are the factors which cause marriages to go wrong. We have tried to find remedies. We have worked out a plan. It cannot work wonders, nor achieve immediate results. But as far as the situation can be controlled, it offers, in my judgment, the best method of doing it. I hope that the nation will give us a chance to put it into operation on a scale big enough to make it effective.

The final report of the Denning Committee on Procedure in Matrimonial Causes, issued in February, offers the opportunity. Its most important proposals are:

A State-sponsored (but not State-managed) Marriage Welfare Service to give help and guidance in preparation for marriage and in difficulties after marriages;

State encouragement, including financial assistance, to marriage guidance as a form of social service; and

The appointment of welfare officers to give advice and guidance, with a view to reconciliation, to those who resort to the divorce court or are contemplating doing so.

Can local authorities help in carrying out this plan? I believe that they can, and I make five practical suggestions:

1. Local authorities can try to create the best possible environment for sound marriage and family life.

Most, I imagine, are already working "all out" in this direction. Housing is obviously the first priority. Good amenities come next—neighbourhood planning, community centres, health services, family welfare services

and anything and everything calculated to make living together more natural and less artificial.

2. Local authorities can encourage and assist in the provision of the Marriage Welfare Service recommended by the Denning Committee.

For four years we have worked out, in London, the pattern of a marriage guidance centre. It has now passed the experimental stage. We know that, undertaken in the right way and by the right people, the principle of the centre is sound and workable. It has already been successfully applied in other towns and cities, and we are now in touch with 140 provincial groups planning marriage guidance services locally. Most are as yet in the exploratory stage, although some have made great progress. But the work has been hampered by lack of funds.

The only effective solution is the provision of public money, as the Denning Committee suggests, either in the form of grants to the voluntary group organising the centre, or by the local authority providing and running the centre itself, as some are doing already. But until that is possible, much could be done by small grants to enable the struggling groups to get going and prepare the way.

Nor is it just a question of money. Local government officers can help personally by serving on exploratory committees and bringing their wide experience to the service of this new enterprise. The work must be organised and directed by competent and responsible people. It will be disastrous if such people do not rally to its support. They may often be overwhelmed by other commitments, but I beg them to see this great task in the right perspective.

Cure for Many Ills

Marriage guidance is not something to be added to an already full programme of social service. It is a remedy for many other ills consuming time, effort, and money. Better home life will cut down incidence of crime, delinquency, neurosis, and many other personal and social diseases. Surely it is worth while to shift the emphasis a little from the treatment of effects to the removal of root causes.

3. Local authorities can encourage educational and preventive work.

It is an important function of the marriage guidance centre to advise those in marital trouble and to prepare engaged couples for marriage. But this by itself is not enough. A wider programme of educational work is necessary amongst young people as a whole. Lectures, group discussions, and other forms of instruction should be provided for adolescents and young people through educational institutions, youth groups, and other cultural agencies. We have to counter a false propaganda which has indoctrinated youth with unsound and inadequate ideas about sex, love, marriage, parenthood, and homemaking. A few sporadic courses will not do. We need a long-term programme of education for family life. The Marriage Guidance Council alone cannot undertake this, and does not attempt

to do so. We need the lining-up of many organisations in this field, so that all may work in harmony and co-operation. Local education authorities could do much to encourage a campaign of this kind by giving expert guidance and financial help. The recent Circular 117 of the Ministry of Education provides an excellent starting point, for it deals with further education in homecraft teaching. And the Ministry has made it plain that it should be interpreted in the widest possible way, to include everything likely to make for good family life.

These would represent the three prongs of a direct attack on the problem. But two supporting campaigns are also necessary. To make the new service effective, we must see that people know that it exists and how to use it. Too often, we are ready to set up new facilities without taking steps to ensure that the incentive to profit by them will be present.

A Team of Experts

4. The local authority could do much to bring together all those required to deal with problems of marriage and family relationship.

Marriage breakdown is so common that all kinds of people are trying to deal with it. Some are doing very well, others not so well. The danger is that people are apt to think that mending broken marriages is easy and requires only ordinary "common sense." That belief leads to the use of rule-of-thumb methods based on inadequate knowledge, and often starting from wrong diagnoses. We must recognise that dealing with marriage problems is a most delicate and complex task. The marriage guidance centre can help by enabling people with special knowledge and experience in different fields to pool their resources, learn from each other and supplement each other's skill. Indeed, the centre can do little unless those who have to meet marriage problems in their daily work—doctors, parsons, social workers, lawyers, magistrates, and others—are convinced of its value as a co-ordinating focus. It wants to bring all who seek to serve the family into a co-operative fellowship. The local authority can encourage this through discussion groups, conferences, training courses, and in other ways.

5. Finally, there must be an appeal to public opinion, for that, in the end, determines standards and values.

Many of us are uneasy about the low standards of relationship between men and women which pass muster today. Some know, from bitter experience, what moral laxity is costing us in personal misery and social insecurity. We could lift the general level of responsibility amongst ordinary people by panels of speakers and lecturers; by the local press affirming high principles on marriage and the family; by the churches running "home and family" weeks; by schools and educational institutions in their ordinary teaching. We must make men and women feel a social responsibility for improving the general standard of family life based on sound marriage.

It will take time to reap the full harvest. We shall have to keep at it. We have much lost time to make up for, and years of negative propaganda to cancel out. Things may get worse before they begin to improve. But by resolute and united effort, I am convinced that we can turn the tide. Indeed, we must. Good family life is the only foundation of a happy and healthy community. There can be no good family life unless we can make marriage sound, stable, and secure.

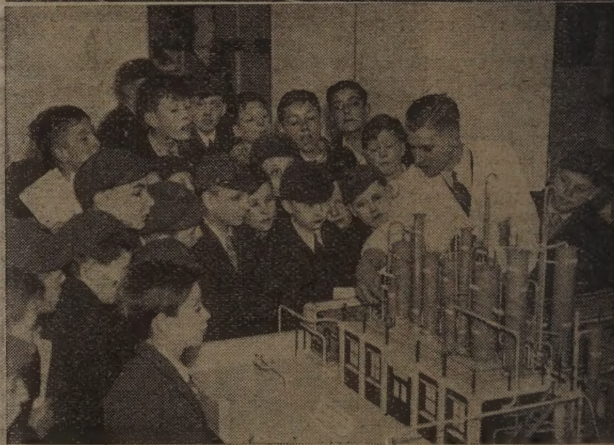
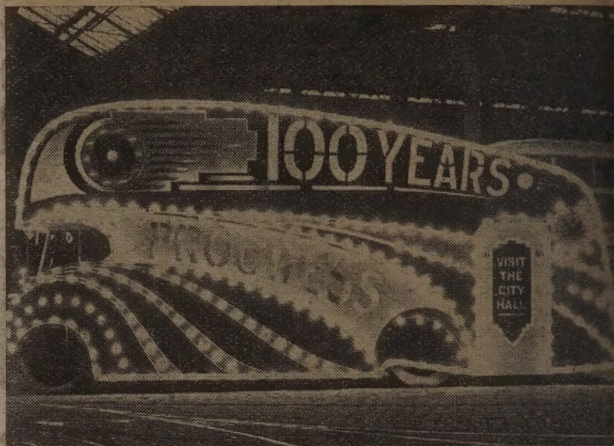
1926

EARLY ATTEMPTS to focus attention on the city and its works: (below) Sir Alan Cobham's visit after his record-breaking flight to Australia; and an early "Civic Week."



1938

LATER, the hundredth anniversary of the incorporation of the city inspired a municipal exhibition, advertised by the bus (below) and seen by 150,000—including schoolboys.



Photos: Kemsley Newspapers, Manchester

Manchester Calls Its Citizens—By Press, Exhibition, Films, Books, and Information Service

By **TERENCE F. USHER**, Information Officer, Manchester

BEFORE the war, a forty per cent poll at municipal elections was considered good. Better things were expected of an enlightened post-war period, but at the 1946 elections we still found less than half the electors voting.

Popular interest in local government is still largely restricted to complaints about increasing rates, rising salaries, or the failure of a service to measure up to expectations. Parks are still damaged when railings are removed; young mothers still fail to use the child welfare centres, opened for their benefit; citizens still do not realise that the Town Hall can help and advise in their problems.

Manchester Corporation, along with other progressive authorities, believes that the remedy for this state of affairs lies in showing the citizen that he is a partner in the business of local government and joint owner, with others, of all corporation property and amenities. Its active interest in the policy dates from 1925, when it prefaced its first popularly-written annual report with a statement that it set out "to tell the man in the street, in the simple language of his evening paper, the story of the

city he pays for, to provide the material for an intelligent appreciation of what goes on in the Town Hall."

Since that time, the scope of public relations in Manchester has widened, but its aim has not changed; new media are constantly tried in the endeavour always to be receptive to suggestions, enterprising in outlook, helpful, and as unlike the traditional conception of officialdom as is humanly possible. The policy of the Corporation is to be frank and truthful and to let the facts speak for themselves—information, not propaganda, and as much information as possible.

In 1926, Manchester followed up its first essay in public relations with a civic week, designed "to show a great city doing its ordinary day's work." Municipal departments kept "open house" and many prepared exhibitions of their work. A contemporary comment was that it resulted in "a very real drawing together of the people of Manchester and those who represent and serve them in the Town Hall." But for the outbreak of war, the civic week would have been repeated in 1939 and made an annual event.

Continuing the principle of taking local

government to the people, the Lord Mayor for 1936-37, Alderman JOSEPH TOOLE, wrote a booklet describing in racy, humorous terms his duties and experiences as Lord Mayor, and well illustrated. For the first time, the Lord Mayor was presented as a sympathetic human being, not just a figurehead.

In 1938, the hundredth anniversary of Manchester's incorporation gave the opportunity for widespread public relations enterprise. The celebrations opened with a municipal exhibition, probably the biggest ever held showing the wide variety of municipal activity and how closely it is woven into the fabric of everyday life. To advertise it, 300,000 handbills were sent out with letters from the departments to ratepayers; 100,000 folders were given to school children to take home and every other publicity device was used. The result justified the effort; more than 150,000 people visited the exhibition, which had to be extended from a week to a fortnight. "I never thought the Corporation did so many things," was a frequent comment.

This exhibition aroused so much interest in the work of the local authority that the chief officers recommended the establishment of a municipal information bureau to answer ratepayers' questions. The council approved, and a section of the town clerk's department already handling inquiries on civic and general

matters, was re-organized to undertake the work. The service proved popular and its scope gradually widened.

Then came war and the bureau became the city's main post-raid information centre—the nucleus of an information service of twenty or more centres and a staff of 200. The experience gained then is now proving invaluable.

After the war, it soon became apparent that questions could not be confined to the work of the local authority or the amenities of the city. Manchester's post-war citizen wants advice and information on almost every subject under the sun—and he gets it. Today, every kind of question is tackled and no quainter is turned away. Only when another organization is more competent to deal with his problem and the answer is not readily obtainable by telephone is he re-directed.

100,000 Answers!

The bureau tries to anticipate inquiries by constantly enlarging and revising its sources of information. These include a comprehensive card index of nearly 100,000 items; a press cuttings file of extracts from national and local newspapers and periodicals; council and committee minutes and reports; national and local books of reference; and weekly information returns from all corporation departments. A special service of information for visitors includes free maps and booklets.

For many years, the corporation has attached great importance to its popular publications, always aiming, in them, to explain its work in simple language. It has made many experiments to improve their content and appearance.

Since 1843, it has, each year, published the *Official Handbook of the Manchester District*, containing details of local authorities, courts, government departments, trade and professional bodies, charities, societies, and institutions within a radius of about twenty miles of Manchester. *How Manchester is Managed*, its popular annual report, appeared regularly until the beginning of the war, and in 1937 was awarded first prize in the "Municipal Journal" competition for the best local authority annual report. Both handbooks are now edited by the information officer.

In addition to the statistical and technical reports of committees, departments issue from time to time booklets describing their work or commemorating an event in their history. In the past, these publications were prepared in the departments, but since the war there has been a tendency for the information officer to be consulted upon and sometimes asked to compile them. This is welcomed, since it assures that the publications conform to a standard of style and treatment, based on the latest ideas of layout and presentation.

Seeing for Themselves

Valuable publicity is obtained for the city by assisting the national weekly and periodical Press to compile articles on life in Manchester. The information officer arranges for journalists and photographers to tour the city and to meet the principals of corporation or other establishment in which they are interested, a car being provided when necessary. Reporters are encouraged to see things for themselves—the bad with the good—and to form their own opinions, the corporation being concerned only to see that the information they get is accurate. When a visit is impracticable, the information officer will either provide facts and photographs, so that the publisher may compile his own material, or will himself write and illustrate an article on any subject connected with the Corporation's work.

During the past year, more than twenty articles on Manchester have appeared through the agency of the bureau, several of four or five pages, and one occupying practically the whole of a fifty-page magazine.

AND NOW

SO SUCCESSFUL was the earlier work in arousing interest in the city that a municipal information bureau had to be set up to answer questions. The bureau in action, and some of its booklets and maps, are seen below.



Prints of nearly 1,000 photographs of life in Manchester are kept in the bureau, classified and available to borrowers.

Manchester has always been proud of the relationship between the corporation and the press. Reporters are provided with council agendas, minutes, and committee epitomes, and have free access to councillors. Pressmen know that they may approach any officer of any department, from chief to junior, but that the seniority of the person approached must be taken into account in judging the value of his comments. For the convenience of reporters a press room has been provided next to the information officer's private room, so that they may easily consult him—a facility widely used—and the council chamber press gallery is commodious and comfortable.

Future Events At-A-Glance

Each week a circular is sent from the information bureau to liaison officers in all departments asking for details of day-to-day work and forthcoming developments. The returns can be seen by reporters in the information officer's room, together with a list of the names and telephone numbers of the liaison officers should further explanation be needed. From the returns a register is compiled showing, at a glance, events taking place on any particular date. Special occasions are reported to the B.B.C.

This service, providing much news at a central point, saves reporters a great deal of trouble. They were told at the outset that it was a supplementary service, and that no attempt would be made to obstruct them or make their task of news gathering more difficult by restricting information to one channel. In practice, the scheme works very well.

The possibilities of documentary films as a medium of public relations and education in citizenship were realised by Manchester as early as 1938, and a civic film was planned. Here again war forced a postponement, but the scheme was revived in 1945 when—as readers of LOCAL GOVERNMENT SERVICE know—Paul Rotha, the distinguished documentary film producer, was commissioned to make a civic film, later called "A City Speaks"—the story of Manchester as a living community and of its municipal administration in particular. The film, running for an hour, will be shown in the commercial cinemas and a 16mm. version will be available for school civics and adult education classes. It will form a basis for citizenship teaching, and will later be supplemented by shorter films showing the work of individual departments and reflecting developments such as the 1945 Education Act and the proposed Health Service.

Lectures for 10,000

Lectures on public health are given by doctors in private practice, and on aspects of public health work by officials of the department: just before the war 174 lectures reached nearly 10,000 people in one year.

The information bureau each month sends a bright and topical news-letter to all units of the Forces serving overseas.

The Municipal Officers' Guild—Manchester branch of NALGO—has appointed its own public relations committee and officer to continue its pre-war work of exhibitions, booklets, and lectures on local government, and these activities are to be co-ordinated with the work of the Information Officer.

Distinguished and professional visitors who come to Manchester from abroad through the agency of the British Council or the Central Office of Information are entertained by the corporation and the information officer provides them with statistics, maps, and written matter, introduces them to industrial and cultural bodies, and often takes them round the city himself.

Local government officers returning from the Forces take a three-week refresher course in local government including public relations.

Like many other cities, Manchester has ambitious reconstruction proposals. These have been publicised in a lavishly illustrated book, *The City of Manchester Plan*, prepared by the city surveyor and engineer, R. NICHOLAS, after an exhaustive economic and social survey of the city, an abridged edition available to every citizen, and a "City Replanned" exhibition which attracted the biggest attendance since the centenary exhibition of 1938. So great was the demand for the two books that both had to be reprinted.

Public relations work proceeding and projected is now being considered by a committee of the city council. Projects approved include the modernisation of the appearance of the information bureau and extensive publicity for its location and services. Projects to be sub-

mitted include the extension of municipal publications, and a review of the relationship with the press designed to improve facilities still further.

A public relations officer cannot himself do all the public relations work of a local authority. If he maintains that he can, either he deceiving himself—and no one else—or his programme is still in its infancy. A full policy embraces every possible link between citizen and authority—from the daily contact over the counter in every municipal office and spare-time activities of local government officers through their NALGO branch, to the activities of each department, the highly organised municipal information service, the press liaison, the full-scale civic week, and the municipal exhibition. No man can do a this unaided. Officers and departments must combine forces with councillors and citizens to achieve full partnership in civic life.

WHAT "COMPANY" BRANCHES THINK

What do our new colleagues in the "company-owned" public utility services think of NALGO, its achievements, and its aims? In an attempt to find out, we put five questions to a leading member of the first—and still the biggest—electricity branch to join the Association. Here they are, with answers by CLIFFORD BARON, Chairman, Northmet Branch.

1. *How does the National Charter compare with present conditions in company-owned electricity supply undertakings?*

I cannot answer this question in general terms. I could attempt to compare the Charter with conditions in a single company-owned undertaking, but that would not prove much. What I can say is that the Northmet branch, as a branch, believes that the Charter, or something similar, would represent some advance on present pay levels for the majority of those members of the company's staff earning up to £700 a year.

Of course, the manner in which a grading scheme is interpreted and applied is just as important as the scheme itself as, I gather, some of our local authority friends are finding out. At any rate, we consider the Charter to be an eminently satisfactory basis on which to open negotiations. A major point which appeals to our members is the principle, inherent in the Charter, that service conditions and "graded" salary limits can be settled by agreement between the parties concerned: in the company field they are fixed usually at the discretion of individual companies.

2. *It has been said that there are few differences between the aims and structures of the public utility undertaking branch and the local government branch of NALGO. Do you agree?*

There are no important differences of aim: for example, the aims and objects printed in the rules and constitution of the Northmet branch are practically identical with those suggested in the NALGO Model Rules for Branches. But I am not too sure about structure; that must depend on the organisation of a particular company as a commercial concern. The Northmet Company operates in an area of nearly 700 square miles as a number of more or less self-contained district offices or local undertakings, service departments, power stations and the like—all co-ordinated and controlled from Head Office—and the branch's structure has been arranged on a basis of local representatives to area committees which in turn appoint representatives to the executive. In addition, we have local correspondents at each office or similar unit—they do a lot of routine work—and liaison officers between district offices and the standing sub-committees of the executive. It works

well but might not suit local government or some company branches.

3. *Do you consider that the cost of living bonus should be consolidated into salary? Would the present bonus of £59 16s. satisfy company staffs?*

I think that the time has come when the bonus should be consolidated, though not necessarily at its present level. The maximum bonus of £59 16s. is inadequate. Our own maximum is already rather more than that and has recently been consolidated. This consolidation is of particular value to those approaching retirement since with us the bonus did not rank for pension as it does in the local government service.

4. *Do you consider the present London weighting of £20 for the majority to be adequate?*

When I came from the provinces a few years ago to work and live in London, I was appalled at the difference in what is usually termed "the cost of living." In my view £20 is generally much less than the actual difference. Mind you, I do not think living can be much cheaper in, say, St. Albans than in Harrow, and perhaps the Metropolitan Police district is not the fairest demarcation area. It might be a good idea to have an "outer Metropolitan band" with a smaller weighting a little less than that for the central area.

5. *What are your ideas on Whitley machinery for the electricity supply industry?*

One is bound, I suppose, to accept the fact that nationalisation of the industry is a foregone conclusion. In any case, it seems reasonable that there should be one Whitley council for the whole staff, irrespective of whether or not they are technical, and whether they are municipal or company. At the moment, the "technical engineering staff" of the whole industry—wherever they are—are catered for by one Whitley Council, the "non-technical staff" of municipal undertakings by another, and the "non-technical engineering staff" of company undertakings by none at all. I would favour one Whitley Council covering the whole, with NALGO and the E.P.E.A. representing their members on the staff side—provided the two Associations could come to a satisfactory working arrangement.

Equal Pay Would Rob Women of Jobs — But There is an Alternative

NALGO's policy is equal pay for men and women doing equal work. But some members fear that this policy, if adopted, would, in the long run, close many jobs to women and thus do them more harm than good. Here is an alternative, designed to solve the major problem while avoiding the dangers. What do others think?

By **DICKSON CARLAW**, Lochgelly

I BELIEVE that the policy of equal pay was accepted by NALGO partly for emotional reasons, as was suggested in a recent editorial in LOCAL GOVERNMENT SERVICE, and partly in fear of the threat to male employment of cheap female labour. Both reasons are foolish and dangerous.

In considering the question, let us first dispel any ill-founded satisfaction about the Royal Commission's contention that equal pay could be applied without difficulty to the staffs of civil and local government services and to teachers. Those three groups are not isolated, and if women in any one of them obtained equal pay, women in all other professions and in industry would demand the same treatment and, eventually, get it.

In 1937, according to the "Ministry of Labour Gazette," a man's average wage was 64s. 6d. and a woman's 31s. 3d. Yet, although men were thus competing against women at a great disadvantage, they held a high proportion of the jobs. I have heard the capitalist decried and praised, but never have I heard him credited with such magnanimity—as to pay 64s. 6d. if he could get the same work for 31s. 3d. To come nearer home, women in local government service in the general division enjoy only 80 per cent of men's basic salary, yet those employed by local authorities form only 22 per cent of the clerical and administrative staffs. Local authorities, noted for their parsimony, would be unlikely to employ such a high proportion of more expensive male labour unless they knew they were getting value for money.

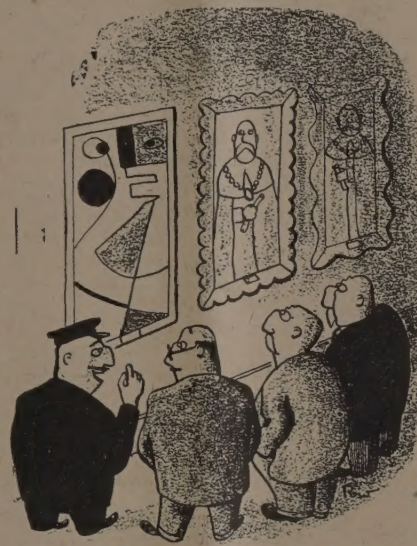
A Check to Recruitment?

Thus, were women's wages to be raised to the level of men's, it is logical to assume that local authorities would feel, more than ever, that better value was to be had by employing male clerks, with the result that they would recruit no more women. The same thing would happen in other professions and in industry and women would eventually be left only such jobs outside the "overlap" area as nursing, domestic service, and teaching in primary schools.

I can hear women saying that this would drive them into marriage. That would surely be a blessing, but not an unmixed one, for too early marriages can be as great a social problem as too late marriages. Should, however, equal pay result in no change in the employment ratio—which I hope would happen, but cannot foresee—I think that it would result in later marriages and a consequential fall in the birth rate—a most unwelcome prospect when our population is already at danger level.

Why have women hitherto earned less than men? Partly, I suggest, because, in many fields, their marginal productivity is less; and partly because the demand for men's labour is more widespread than the demand for women's. Men are in greater demand for jobs calling for physical strength because their output is higher, and for jobs entailing personal service because customers prefer to be served by men. Further, men do not as a rule like serving under women, so that a man in a position of authority may

obtain better results than a more efficient woman. Many employers contend that men are more reliable and less prone to sickness and absenteeism, and that women's chief aim is to marry and leave. Of course, every woman does not want to marry, but most



"And this is the present Mayor—by Picasso."

do. Finally, many trades are closed to women, either by custom or by legal enactment.

How does the present system work out? The bachelor is in clover. He has no family responsibilities, may give no better service to his employer and gives no better service to the community—an important factor—than a spinster receiving less. The married couple, who, besides rendering service to the employer, also, if they have children, render an invaluable one to the community, come out about even. Although having a bigger income than the spinster, they are probably not so well off financially: but they have acquired in marriage a "standard of living" which amply recompenses them for many material deficiencies. And the young unmarried woman tolerates the system and, since she usually looks forward to marriage, probably hopes that it will continue unchanged.

There are undoubtedly anomalies. To cure them, some suggest equal pay with family and marriage allowances. But this would create a vast amount of work in the civil service, taking ill-spared labour from productive industry. And it would not alter the relative position of the unmarried woman since, although she would get the same pay as her married male colleague, his income would be greater than hers.

The real problem, therefore, is not the fact that most women are paid less than most men, but the fact that the minority of women who make local government their career and continue to work after they have passed marriageable age are paid less than men doing similar work. If we can solve this

problem, we shall overcome the major anomaly without serious economic repercussions.

What about a pension for spinsters at 40? This would be more practicable than marriage allowances. Or, why not put women on a progressive scale at 30 that would reach the male level within five years?

The problem of the "career woman" must be solved. While the call for equal pay for all women is dangerous, it is unfair that the woman who makes local government her life's work should be underpaid merely because of her sex.

Finnish Methods Differ—But Problems are the same

By **EINO WARONEN**,
Town Clerk of Helsinki

Mr. Waronen was one of a party of local government officers from Denmark, Sweden, Hungary, and Palestine, who attended a course on Scottish local government at Galashiels. Here, he gives his impression of the visit.

THE primary impression of Scottish local government left on my mind by the course at Galashiels—for which we are all deeply indebted to the British Council, Galashiels town council, and the lecturers—was the idea of self-government, the principle that the power to decide in all local matters should be in the hands of a representative body elected by the free vote of the townspeople, which animates it. It is upon the same democratic basis, though with many divergencies of detail, that the local government administration of Finland and the other Northern countries with which I am best acquainted is built.

A noticeable difference between Scotland and Finland is in the operation of the committee system. Whereas in Scotland each committee makes its recommendations direct to the town council, in Finland we have what is called a town board, and all recommendations of committees must come before this board before they go to the council. The board is under the chairmanship of a salaried official, the town manager, and its duties are to co-ordinate the work of the committees, to preserve a balance between them, and once their proposals are adopted by the council, to see that they are carried out by the officers.

In Finland, as in Scotland, purely local affairs are not always managed locally, but sometimes on a national basis, and the logical line of demarcation between the two methods of management seems to be fast disappearing. Local authorities are more than ever coming to act as local agents for the national government—a development which cannot but be injurious to local administration, destroying the fundamental idea of local government. The more duties the State imposes upon the local authorities, the more do they need financial assistance, and this also weakens local authorities' independence. But there seems to be little that local authorities can do about it, since it appears that the further social life develops, the greater must be the intervention of the State.

As the demands of the State upon the local authorities increase without consideration of local financial resources, it will become more necessary to transfer services either to wider areas or to regional bodies under government control. It is essential for efficient local administration that the link between electors and their representatives should be as close as possible, but I feel that this will become increasingly difficult as administrative areas expand.

Another important difference between local government in Scotland and in Finland is the local taxation system. Whereas in Scotland rates are based on valuation of property, in Finland a local authority gets its revenue from a local tax on income.

What I have heard of the local administration, and what I have seen of the schools, nurseries, hospitals, and other services in Galashiels, have shown me that the town is progressive and acts with the high purpose of providing the best possible benefits for its inhabitants.



Jack Carrivod

by *Jackass*

earned retirement; our friend the landlord was a vital but unproductive link in the social chain; an insurance agent persuaded "the fearful to make inadequate provision against unlikely catastrophes or against the boon of early death"; while he himself, ill-taught some fifty years ago, presumed to train children to cope with fifty years which he himself would—thank God—not live to see.

Warming to his theme, he regretted that we lacked representatives of our armed forces "conscripted to defend our international indebtedness and prove by accuracy of aim the logic of our political ideologies." However—his rasping voice took on a keener edge—we had at least "our friends the Clerk, Jackass, and Blatherpatch, bureaucrats hell-bent to save us from ourselves at our expense against our inclinations."

I protested indignantly that I was now a treacle salesman, and Cain very properly apologised: a useful but not, he emphasised, a productive occupation. Never before in the course of human folly was so little produced by so few with the assistance of so many: and "over all, making ever vaster plans in a cloud cuckoo-land of their own devising" were central and local officials.

The Clerk was fast asleep and had not heard a word. Blatherpatch was frankly horrified and, to add insult to injury, had scarce begun a hot retort when Constable Cuff looked in, observed "Your clock's fast, Joe. I make it five to," and with a broad wink at the ceiling ambled away to the backdoor for his libation. Rain precluded our usual doorstep session, so Blatherpatch had to go home still simmering.

He let off steam at the branch executive meeting which I attended in my capacity as Hon. Advisory Civilian Liaison Officer. No sooner had the Clerk skipped rapidly through apologies, correspondence ("None, sir"), minutes ("Circulated, moved, taken's read") and matters arising ("Nothing arising, sir") than Blatherpatch claimed to move: "That this Much Cowslip branch executive committee is of opinion that a levy of sixpence per member per year should be devoted to public relations purposes, with a view to creating and maintaining a favourable public opinion towards local government and local government officers."

The Clerk, to whose legal mind "relations" meant something more than platonic friendship, at once reminded Blatherpatch that Miss Legge was present. Removing this misapprehension completely upset Blatherpatch's memory of the speech he had prepared. What should have been an orderly analysis of the regrettable public bias against government administration, central and local, the repercussions such antipathy could have on efficiency and on service conditions, and the remedies which sixpence per head would provide, became a confused fog of words which led Miss Legge to second under the impression that the proposed "public relations" were to be salaried officials available to act as uncles or cousins to unattached young ladies desiring not-too-respectable escorts to dances or theatres.

The Clerk deplored any attempt "to curry favour with the *vox humana*" in an effort to achieve selfish aims. The public could never be persuaded to co-operate with those whose privilege and duty was to serve them, but

fortunately, by a regulation here and a law there, slipped in as opportunity offered, they could be compelled to take the medicine.

History would pay its tribute—let it suffice!

Presson was rude enough to say that history did not pay his salary. The local government officer, he added, was more and more the agent of the central government, imposed upon people restrictions and obligations while desirable—perhaps essential—for general good, were irksome and expensive to the individual. The general benefits conferred by local government went unrecognised except by annual messages from Ministers or mayors but every time an official prevented an individual from doing something socially undesirable he made an active enemy. In the public eye, he emphasised, all local government officers were pen-pushers only. Citizens would uphold the right of an industrious private architect to earn his thousand a year would describe his exact counterpart in a city architect's office as "grossly overpaid" at £600.

It was essential that the public should realise that expansion of civic services which they demanded must be paid for by increased rates. In private enterprise, increased business meant increased profits and bonuses to employees. In local government, it meant increased social benefits, increased cost, higher rates, economy campaigns, and reduced salaries.

Postlebury agreed with everything Presson had said, but shared the Clerk's view that it was beneath the dignity of "the Service" to plea-



"Warming to his theme..."

in the market place for the good opinion of the masses. Blessed, he said, were the meetings. Finally, and here he desired to reduce the "academic debate" to a factual basis, would the ordinary member pay sixpence "for something obscure and intangible, however desirable in principle?"

The voting gave the answer and the motion was lost.

I told Farmer Gollop about it next time, saw him. He took a long drink, ruminated and spoke.

"Aye!" he said. "It's cash as counts."

MATERIAL progress seems inseparable from spiritual loss. The motor-car may pull like twenty horses, but cannot nuzzle damply at its owner's hand as he refills the petrol tank. The pre-fab has its fittings, but roses round its door would be a blasphemy. The chromium-plated cocktail-bar, the over-organised community centre, even perhaps the utilitarian civic restaurant, are places where chameleon-like men can wear the mask of wit, of earnest fellowship, or brooding isolation as they eat or drink: but have they warmth and permanency, the atmosphere of village inns?

Inside the "Lamb and Lion," around the wide stone hearth, one may hear noble argument on subjects worthy of brave words. Here, Farmer Gollop speaks in passionate blank verse of soil and seed, muckspreading and spur-pruning. Here, old Sam Small, two days before he died, revealed in unaffected prose his reluctance to forsake this wicked world for Paradise because "a sin occasional is surely comforting." And here, on V.E. plus twenty-seven, the Clerk, in a moment of stark self-revelation, produced a well-thumbed copy of "Mein Kampf" and murmured "What a man!"

Here also, some ten days ago, young Barney Blether, who takes correspondence courses and drinks shandy in small sips, referred tactlessly to the drink problem as a social evil. Genuinely misunderstanding, Blatherpatch opined that the only real solution was increased production, especially of bitter. Aaron Cain, our school teacher, a misanthrope who says that, after a day with his young morons, contact with us renews his faith in human progress, sneered unpleasantly at Blatherpatch's reference to production, pointing out that of fourteen present only Farmer Gollop produced anything. Two, he said, were shopkeepers "who buy in bulk at sixpence and sell in bits at ninepence"; one was a book-maker "in the sporting but not literary sense"; a carter and the stationmaster "in theory at least" assisted people and goods "to move rapidly and needlessly from place to place"; another collected "unimportant scandals to leaven the pages of advertisements miscalled a newspaper"; one (he bridled his sarcasm momentarily) was enjoying a well-

my bookshelf — by edward kay

Local Government for Everyman : Pictorial Finance : Factual Films : The National Trust

OUR *Local Authority*, by CHARLES BARRATT (Pitman, 12s. 6d.), deserves high marks. Although, as town clerk of Coventry, the writer has made a close personal study of local government, he sees the wood more clearly as the trees. In less than 200 pages he describes its history, its present structure, how it works, the way it fits into the general governmental scheme, and—as if that were not enough for one small book—its weaknesses today, the danger of its supersession, and possible remedies.

Here and there the detail is weak; I found the sections on district audit and local government films to be inadequate; but in general it is comprehensive and readable, although the print is a little too small. I liked particularly the realistic account of relations between councillors and officials.

The book was written on the basis of talks to the forces and later used as a refresher course for local government officers. It could be widely read, for it is not only a good record, but a thought-provoking challenge to the friends of local government reconstruction—and preservation.

Colourful Accounting

A SUCCESSFUL attempt to put local government over to the public is *The City's Finances*, 1946, issued by the city treasurer's department of Manchester. It is a 48-page booklet consisting mostly of pictorial diagrams designed to show clearly and simply the essentials of the city's affairs. Ingenious coloured charts demonstrate such facts as the sources of Manchester's municipal income, the corporation's committee structure, how much the services cost, and where the money comes from. They are constructed to explain the unknown by the known; for instance, while it is not easy to grasp the significance of a figure of many millions representing the annual cost of Manchester's social services, it comes much nearer home when we are told that the corporation's hospitals cost each inhabitant 6½d. a week, its roads and bridges 4½d., administration 2½d., and so on. It would be helpful if some means could be found, in tables comparing costs over a period of years, to remind readers of the changed value of money; as things are, the tables give an exaggerated impression of the rise in municipal expenditure.

The scope of the book is not limited to financial matters. You can learn from it about the changes in population, in birth and death rates, in the range of the educational system, the growth of parks—and the need for more—and other aspects of Manchester's social life and history. The charts, of course, show only broad outlines, and there is an appendix containing detailed figures for those who need them.

It is hard to praise too highly the enterprise and imagination which have gone into this little book, and yet I wonder whether some further popularisation could not be introduced. What I hope will be many succeeding editions. Surely we could improve on "Estimated provision for primary and secondary education and county colleges, technical, and other forms of further education" as the subtitle of a table? Most readers would prefer crisp, positive captions like that of a diagram describing Manchester's housing problem: "These families need houses." An improvement might also be made in printing: the tightly designed diagrams lose much from being printed on thick, clumsy, absorbent paper on which the printer has failed to get a good uniform depth of colour. I hope that,

having pioneered this venture, Manchester will apply the same attractive technique to other branches of its activities—and that other local authorities will follow its example.

Filming Reality

IN a branch of art, at any rate, government-sponsored production has reached the front rank. That "the documentary is Britain's outstanding contribution to the cinema" has become a cliché. But it is men like John Grierson and Sir Stephen Tallents, working in and for public departments, who have made it so and have produced work both of high utilitarian value and of artistic significance.

The Factual Film (Oxford University Press, 12s. 6d.), a survey prepared under the auspices of the Dartington Hall Trustees, of the output and distribution of British documentaries, has many proposals for swelling the flow. The importance of films to local government public relations was suggested in the report of NALGO's Reconstruction Committee on the relations between local government and the community. Strong evidence in support of this contention is given by "The Way We Live," film story of the plan to rebuild blitzed Plymouth, and by "A City Speaks," the new film of the life of Manchester.

For explaining the ways of government to the people, for training staff for their jobs, and for teaching the young, and the not-so-young, the efficiency of the documentary is not yet fully understood. The achievements to our credit and the social and economic aspects of a development policy are admirably summarised in this lucid survey. All who deal in ideas—

at random — by "hyperion"

L.G. Post-Bag

Please send me the usual two forms for the abatement of noisy animals.

How to Become a Mayor

The grand thing about most folk is that they love a joke against themselves or against their village. One woman told me she came from Batley, outside Leeds. "I know Batley," I said. "Half the size of Lawnswood Cemetery, and twice as dead." No one felt shy after that.

Same at Hebburn-on-Tyne, which someone else referred to. I thought quickly of the rudest thing I could say about it. "Six miles from Sunderland as the crow flies—but it's so mucky even the crows avoid it."

In return for a round, ringing insult of their home town, English people want to make you mayor of the place.—*Wilfred Pickles*.

Sir or Madam

Members of Ipswich council are seeking a ruling on the correct way to address their mayor. Alderman Mrs. Mary Whitmore, first woman Mayor of Ipswich, presiding at her first council meeting was addressed:

- 49 times as Madam Mayor
- 48 times as Mr. Mayor
- 25 times as Madam Chairman;
- 20 times as Sir;
- 12 times as Mrs. Mayor; and
- Once as Madam Chair.

Mental Gymnastics

The only mental exercise some people get is jumping to conclusions.—*Kathleen Odell*.

Real Value

An old farmer walked into the office of banker A. L. M. Wiggins in Hartsville, South Carolina, recently, to pay off a mortgage. When Wiggins congratulated him for liquidating his debt, the farmer replied: "I'm paying off all my debts. They're the only thing I can buy now and git my money's worth!"

especially teachers and public relations officers—should study it.

Beauty in Pickle

THE National Trust could hardly have a more effective publicist than CLOUGH WILLIAMS-ELLIS, whose *On Trust for the Nation* has just been issued (Paul Elek, 25s.). Not only is he a discriminating enthusiast for beauty, natural and man-made, but he commands an effective style always aptly tuned to his purpose. He is adept in his use of the colloquial, but when occasion demands, can write thus:

Every bit of beauty destroyed enhances the value of what is left to us and makes it still more imperative that the remaining loveliness should be preserved. For, if a generation grows up which has never seen how fair the world can be, how are they to rebuild or replant or spread worthily to the barren lands that science can now conquer?

The plan of the book helps to make it easy reading. To explain the objects, achievements, and prospects of the National Trust, the author makes a literary tour of those places now under its care, enlivening his account of castles, houses, beauty spots and whatnot with anecdotes and entertaining comment. He is always an engaging and talkative, but never a boring, companion.

Statistics for the Student

A STATISTICIAN tells me that CLEMENT BURTON'S *Concise Manual of Statistics* (Gee and Company, 15s.), is both reliable and up-to-date. It is intended to help students sitting for professional examinations, especially those of the Institute of Municipal Treasurers and Accountants—hence its special chapter on municipal statistics with emphasis on their popular presentation to the public. A final chapter summarises the sources of official statistics.

New Snobbery



Overheard at the theatre: "Oh, my dear, they're not Third Programme people."

Treasury Logic

The Treasury is the watchdog of Parliament. Every penny must be accounted for, and the Treasury is there to see that it is. There is a story about the Admiralty, in face of the Treasury the most independent of all Government departments. The Admiralty sent in an account that showed sixpence a week milk for the office cat. The Treasury said: "If there are no mice, you don't need a cat. If there are, the cat can feed himself." And the sixpence was struck off.

Miscellany

A Scotsman was told by his doctor that his wife should have had her tonsils taken out when she was a little girl. He had the operation performed—and sent the bill to his father-in-law!

She has R.S.V.P. eyes.

Ad.: Playtex Baby Pants for social security.

Hotel Announcement

BATHS MAY BE HAD
(BY ARRANGEMENT)
WITH THE
MANAGERESS
—"Contact," Lewisham branch magazine.

a nalgo diary—by "abingdon"

Over the 150,000! : Leicester Club's Success : Beckenham's Health Centenary Lead

NALGO membership, which stood at 10,000 in 1908, 19,000 in 1918, 44,000 in 1928, and 101,000 in 1938, has now topped 150,000. On October 31 last, the date on which the annual count is taken, the Association had 146,057 fully paid up members. But since October, no fewer than 73 new branches have been formed, with an aggregate membership at the time of formation of 4,035, bringing the total to 150,092.

In fact, it is a good deal higher than that. For the "official" membership figure excludes some members who happen to be in arrears with their subscriptions; and all the newly-formed branches and many of the older branches have increased their membership, in some cases substantially, since October. Indeed, the current circulation of LOCAL GOVERNMENT SERVICE, at 167,000, suggests that, after allowing for copies supplied to non-members, it is probably approaching 160,000—a jump of about 50,000 since the beginning of the war. Of that total, about one-quarter are women.

A NALGO Referee

F. S. MILNER, who was to referee the F.A. Cup semi-final between Burnley and Liverpool at Blackburn on March 29, has, I hear, been a member of NALGO for 26 years—at Wolverhampton, where he has been chief inspector of weights and measures and member of the branch executive committee since 1928, and earlier at Smethwick and West Bromwich. With some 23 years' experience of refereeing—12 years for the Football League—he presided over the War Cup Final, 1940-41, at Wembley, and the Wartime International in 1941-42.

A Prosperous Venture

LEICESTER Nalگو Club Ltd. is on its feet again. It was first launched in 1939, but on the day of the opening ceremony, Hitler marched his troops into Poland. Appropriately, only 13 members were present to baptise the branch's venture.

Things looked black: £400 had been spent on furniture, and the organisers had agreed to rent buildings for the club at a cost of £150 a year. The burden was too heavy; soon the club closed down and sub-let the premises.

But now, after its second opening a few months ago, the club, with 400 members, has a turnover of over £100 a week and has had to fix a membership ceiling. There are separate rooms for billiards, snooker, darts, table tennis, cards, and music, two luxurious lounges, and a bar providing drinks and snacks—with plans for lunches and evening meals. Membership fees are 25s. for men, 15s. for women, and 30s. for married couples. Other branches wanting to know how to do it should write to GEORGE HANNAH, Nalگو Club Ltd., 73, Churchgate, Leicester.

A Job for the Expert?

THERE is an obvious conclusion to be drawn from a recent analysis of 33 grading appeals heard in one district.

Of 13 presented by local solicitors, five were dismissed and only two were completely successful. Of ten represented by branch secretaries, six were dismissed and none met with unqualified success. One member, who made his own appeal, lost it. But out of nine presented by the NALGO district officer, none was dismissed, and seven were granted in full.

From another district, I hear that of eleven appeals by the district officer, ten were successful—and all made retrospective to April 1 last year.

The Minister Corrected

MANY members were surprised to see reports of an answer by the Minister of Labour in the House of Commons on January 21, saying that, while the weekly hours of a local government officer were 38, civil servants worked a 44-hour week in the Provinces and a 42-hour week in London. Considering these figures misleading, NALGO took up the point, and on February

11, T. W. BURDEN, M.P., secured from the Minister the explanation that the civil service "week" included the lunch period whereas the local government week did not.

Exhibition Down Under

THE Australian "Shire and Municipal Record" is acting as the agent for the distribution throughout Australia of a set of 20 display panels adapted from the NALGO local government exhibition.

The exhibition gets around! There are few countries in the world now which have not seen it.

POLICE AT THE BRAINS TRUST!



THESE ARE THE BRAINS that Burnley crowds clamoured to see and hear in a Town Hall Quiz run jointly by the council and the local branch. Police had to be called out to disperse those disappointed after 350 had filled the library lecture hall a quarter of an hour before time!

Snowed Up!

AT home, too, the exhibition has been breaking new ground. The route along which it was intended to travel to Sleaford, Lincolnshire, was snowed up during February's blizzard and it arrived only just in time, after much frantic telephoning. Sleaford branch has only 32 members—but 2,000 adults and 600 schoolchildren visited its show.

The exhibition screens have been booked for the next two months by: April—Stafford (5-19), Hinchley (13-19), and Hoylake (25-May 7). May—Wandsworth (5-19), Merton and Morden (15-27), and Newcastle-under-Lyme, and Penge (17-24).

First Branch Health Centenary

HONOUR to Beckenham branch—the first to take up the suggestion, put forward in LOCAL GOVERNMENT SERVICE in January, that the anniversary of the appointment of the first medical officer of health one hundred years ago provided a fitting occasion for a health exhibition.

Beckenham put on the show at its local library, demonstrating how its own health services had grown and kept pace with its expansion from a small village. Copies of a neat set of notes by T. PHILIPS COLE, medical officer of health, describing the services year by year were given away. Film shows, visits by children, and afternoon talks to mothers, were arranged.

We're Getting On!

"NALGO salaries and terms of employment have been adopted by Harwich town council."—London Evening News.

Forces' Refresher Library

WESTON-SUPER-MARE branch, which raised £63 in "welcome home" celebrations for returning forces members and asked its ex-warriors how they would like the money to be spent, got the reply that, after a donation to the NALGO war memorial fund and another charity, the balance should start a library of technical books to help students. The branch approved, and a fund is to be opened to maintain and extend the library.

Annual Reports Wanted

HAS any member spare copies of N.E.C. annual reports for 1940, 1941, and 1943? A. KAY, County Hall, Chelmsford, would be glad to hear.

Summer and Week-end Schools

NALGO summer schools have now been fixed for July 12 to 19 at Oriol College, Oxford, and for August 23 to 30 at St. Mary's College, Durham. The charge will be 17s. a day. A booklet will be published soon.

Holiday Centres Filling Up

HURRY, if you want to go to either of the Association's holiday centres this year.

Cayton Bay, near Scarborough, has vacancies only from May 3 to June 14, and from September to October 11, and Croyde Bay from May 24 to September 20 to October 11. Booking for may be had from branch secretaries or direct from NALGO, 24, Abingdon Street, S.W.1.

Swiss Holidays—Not Long Now

THE long-awaited NALGO Continental holiday programmes are, I hear, now being printed and will shortly be sent to all those who have applied to Headquarters for them. The programme will include 10-day holidays to Lucerne, Lugano, or Interlaken, for little more than £29, inclusive of 2nd class rail and first class boat travel, meals en route, baggage insurance, and superior rooms in hotels selected by an officer of NALGO Headquarters.

Interlaken, Wilderswil, and Spiez, in the Bernese Oberland, Weggis and Vitznau on Lake Lucerne, Montreux, Vevey, and Caux on Lake Geneva, and many less well-known but equally attractive mountain retreats, are amongst the places in which holidays have been arranged. The programme covers holidays of 10 or 17 days and, in addition, "special feature," and "two centre" holidays, and a 55-guinea Pullman motor tour of Switzerland beginning at Paris and going via the Vosges mountains, visiting nearly all the big lake resorts.

Congratulations to—

GEORGE R. BRUCE, senior assistant architect, Derbyshire, on his appointment as deputy county architect, Cardiganshire.

JOHN C. JEFFERSON, borough engineer and surveyor, West Bromwich, on his appointment as county planning officer, West Sussex.

J. F. PEARSON, for 22 years an executive committee member of Hampshire branch, and for two years chairman of the Southern district committee, on his retirement.

A. R. ROTHERA, financial assistant, education department, Southend-on-Sea, for many years branch treasurer and member of the branch executive committee, on his retirement after 43 years' service.

Obituary

We regret to record the deaths of:

JOHN BARTLIFF, founder-member of Scarborough branch, its secretary for many years, its president in 1941 and one-time member of the Yorkshire district committee. He was 71, and had completed 50 years' service last August.

LESLIE GORDON, formerly town clerk, Hammersmith and St. Marylebone, and clerk and solicitor to the London and Home Counties Joint Electricity Authority for 21 years. He retired last September.

HOUSE EXCHANGE SERVICE

Members are allowed one free insertion only.

BECKENHAM.—Mod. house with 3 bed, 2 reception, hall-tiled bath and kitchenette and immersion heater, in similar house near UXBIDGE.—Wood, 50, Abbott Way, Beckenham, Kent.

HARPENDEN.—Mod., semi-det., 3 bed., house for rent house or bungalow within 15 miles of READING.—Sumner, 12, Hamilton Road, Reading.

HUTTON (near Shenfield, Essex).—Mod., semi-det. bungalow, for house or bungalow, HENDON, FINCHLEY, or BARNET.—Brown, 5, Goodwood Avenue, Brentwood, Essex.

ILFORD.—Freehold, semi-det., 6-room house with garage, for house or bungalow in HASTINGS area.—Porter, Town Hall, Ilford.

SWANSEA.—Tenancy comfortable, self-contained flat for similar or other unfurnished accommodation BRIGHTON or other South coast town.—Clout, Ce Coed Hospital, Swansea.

WESTCLIFF-ON-SEA.—5-room house with conservatory and orchard, 1 min. sea, shops and buses for furnished or unfurnished flat in LONDON (preferably North).—Allison, 44, Lucas Avenue, Rayners Lane, Midd.

WOLVERHAMPTON.—Mod. semi-det., 1936 house with garage space, on private road, 10 mins. from town centre, for house in LONDON.—Clark, 1, Inglewood Avenue, Wolverhampton.

WORCESTER.—Mod. semi-det. house, 3-bed., rec. for similar house in or near WEST BROMWICH.—Moore, 18, Camp Hill, Avenue, Worcester.

PRELIMINARY AGENDA for CONFERENCE

MEETING in London on March 8, the National Executive Council approved the draft of its annual report for 1946 and arrangements for this year's Conference.

Conference will be held at the Floral Hall, Southport, from Tuesday, June 10, to Thursday, June 12, inclusive. There will be meetings of branch public relations officers, education correspondents, and magazine editors on Monday, June 9, and the annual meetings of the ancillaries will be held on Friday, June 13.

Below we give the preliminary agenda of notices of motion submitted by the National Executive Council, district committees, and branches. Amendments to notices of motion may be submitted by district committees and branches up to 5 p.m. on Tuesday, April 15, and will be published in the May journal.

The agenda, as published, is subject to co-ordination and consolidation by the agenda committee. In addition, the agenda committee will remain in session throughout Conference proceedings, to approve any changes in programme which circumstances may demand.

PRELIMINARY AGENDA

1. Opening of Conference.
2. To Approve as a Correct Record the Minutes of the Proceedings of the Conference held on June 11 to 13, 1946.
3. Benevolent and Orphan Fund—Announcement of Amounts received from Districts, Winners of Trophies and Diplomas, and Presentation of Trophies.
4. President's Address.
5. Declaration of Results of Election of Council and Honorary Officers.
6. Appointment of Auditors for the year 1947. *Notice of motion by the National Executive Council.* That Messrs. Jackson, Pixley & Co., Chartered Accountants, of Kent House, Telegraph Street, London, E.C.2, be appointed the Association's auditors for the year 1947, and that a fee of seven hundred and fifty guineas (£787 10s.) be paid to them for their services.
7. Appointment of Scrutineers.
8. Honorary Treasurer's Financial Statements.
9. Annual Report of the National Executive Council.
10. Scale of Subscriptions. *Notice of motion by the National Executive Council.* That, in accordance with Rule 10 (a) of the Rules and Constitution of the Association, this Conference hereby prescribes as follows:

1. Members shall pay a monthly subscription, as hereunder provided, based on their total salary including bonus and fees as follows:

Salary (per annum)	Subscription (monthly)
Not exceeding £52	6d.
Exceeding £52, but not exceeding £120	1s. 1d.
Exceeding £120, but not exceeding £260	1s. 8d.
Exceeding £260, but not exceeding £350	2s. 2d.
Exceeding £350, but not exceeding £450	2s. 9d.
Exceeding £450	3s. 4d.

2. The basis of a member's subscription shall be his total salary (including bonus and fees) on the first day of each financial year of the branch, except in the case of a member joining after that date, when the basis for the then current year shall be his total salary (including bonus and fees) on the first day of his membership.

3. Except in the case of a member whose total salary (including bonus and fees) does not exceed £52 per annum, "salary" shall be deemed to include emoluments.

4. Retired members shall pay a subscription of 5s. per annum.

5. Honorary members shall not be required to pay any entrance fee or subscriptions unless the Council otherwise direct.

6. The percentage of the total amount collected in subscriptions during each year to be retained by branches shall be as follows:

- (a) County branches, when recommended by the District Committee for their area, and approved by the Council—40 per cent.
- (b) Other branches—35 per cent.

7. Members' subscriptions shall be payable monthly in advance, but a member may, if he so desires, pay any number of his monthly subscriptions in advance.

Note.—This notice is given in order that there may be a formal prescription, following upon the adoption of new rule 10 (a) at the 1945 Conference, of the subscriptions payable by members and the basis thereof.

11. *Notice of motion by the Sunderland Branch.* That this Conference instructs the National Executive Council to take steps to amend the rules to provide that membership of the B. and O. Fund be synonymous with membership of the Association and that the scale of subscriptions be amended as follows:

Salary (per annum)	Subscription (monthly)
Not exceeding £52	7d.
£53 and not exceeding £120	1s. 3d.
£121 and not exceeding £260	1s. 11d.
£261 and not exceeding £350	2s. 6d.
£351 and not exceeding £450	3s. 2d.
£451 and not exceeding £550	3s. 10d.
£551 and not exceeding £700	4s. 6d.
Exceeding £700	5s. 3d.

- Provided that no subscriptions to the B. and O. Fund shall be payable by retired members.

Further, that the subscriptions be allocated as follows: 31 per cent retained by the branch, 56 per cent retained by Headquarters, and the balance of 13 per cent to the B. and O. Fund.

And further, that the rule for life membership of the B. and O. Fund be abolished, but without prejudice to the rights of existing life members.

12. War Memorial—Knoke Lodge.

Notice of motion by the London and Home Counties Joint Electricity Authority Branch.

That the charges in operation at Knoke Lodge be reviewed and revised in relation to members of the lower grades.

13. Guest Houses for Retired Members.

Notice of motion by the Woolwich Branch.

That this Conference urges the National Executive Council to give consideration to the provision of self-supporting nursing homes in which aged and infirm retired members of the Service, including wives, husbands, widows, and widowers of members, could be provided with nursing facilities.

NATIONAL CHARTER

14. Charter as a Minimum.

Notice of motion by the Metropolitan District Committee.

That this Conference declares that the policy of the Association is to establish the Charter as a minimum, and instructs the National Executive Council to take every possible step to that end.

15. *Notice of motion by the St. Pancras Branch.*

That this Conference urges the National Executive Council to use all possible influence on the National Joint Council to obtain recognition of the Charter salaries and conditions of service as a national minimum standard and that employing authorities giving better conditions should not be discouraged from so doing.

16. *Notice of motion by the Stepney Branch.*

That this Conference states that the National Charter should be regarded as a recognised minimum and a basis for the further improvement of conditions of service. It believes that more favourable conditions operated by a section of local authorities may well be used by an active Association as a lever to raise the general level of serving conditions throughout the country.

17. *Notice of motion by the London County Council Branch.*

That this Conference declares that the policy of the Association is to establish the Charter as a

minimum, and instructs the National Executive Council to take every possible step to that end.

18. Scales.

Notice of motion by the Norwich Branch.

(a) That this Conference is of the opinion that the minimum salary of the General Division is quite insufficient, and the rate of progress to the maximum salary far too slow, to attract candidates of a suitable type to Local Government Service, or to encourage existing officers to remain therein, and therefore instructs the National Executive Council to press immediately for a complete revision of the General Division scale of salaries.

(b) That the National Executive Council should press forward at the same time for a general improvement in the scales of the Miscellaneous Division.

19. General Division.

Notice of motion by the Islington Branch.

That this Conference declares that the totally inadequate salaries offered in the lower age groups in the General Division are contrary to

N.E.C. ELECTIONS

Voting papers for the election of the National Executive Council must reach district committee secretaries by May 1. Results of the elections must reach Headquarters by May 21.

the spirit and intention of the National Charter, and desires that the National Executive Council take immediate steps to secure substantial increases, such as will bring the salaries into line with comparable employment outside the Local Government sphere.

20. Salaries of Junior Entrants.

Notice of motion by the Leicestershire Branch.

That the National Executive Council be urged to take every possible step to improve the salaries of junior entrants to the Service.

21. General Division—Males.

Notice of motion by the Bristol Branch.

That the present scale of the General Division compares unfavourably with the wages earned for the same age groups outside the Local Government Service and that this Conference instructs the National Executive Council to press the National Joint Council to amend the National Charter to allow for the maximum basic salary of £300 per annum to be reached at an age of not more than 27 years and a higher commencing salary for juniors from the age of 16 years, in order to ensure a reasonable standard of living at an earlier age and having regard to the degree of intelligence and ability required.

22. Salaries Scales.

Notice of motion by the Manchester Branch.

That this Conference, while noting with pleasure that the introduction of National Joint Council scales has established a minimum wage, records its dissatisfaction with the application generally by local authorities of the scales and instructs the National Executive Council to begin immediately a strong campaign for rates of pay at least equal to those now paid by banks, insurance companies, etc.

23. Salaries for Juniors.

Notice of motion by the Scottish District Committee.

That this Conference requests the NALGO staff side of the National Joint Council and the Scottish National Joint Industrial Council to take immediate steps in their respective Councils to review the salary scales for junior entrants to the Service in order to secure equality between the sexes.

24. General Division.

Notice of motion by the Birmingham Branch.

That the age-salary scales for the General Division commence at higher minima than at present and that the increments thereafter provide the present maxima at the age of 26 years.

25. Increase of Scales.

Notice of motion by the Stepney Branch.

That this Conference instructs the National Executive Council to formulate and press for an amendment to Paragraph 21 of the Charter so that the General and Clerical Grades be combined, and that the sum of £60 be added to the basic salary of each age in the scale, rising to a maximum of £360 per annum at the age of 30 years.

26. Grades for Typists and Shorthand Typists.

Notice of motion by the Coulsdon and Purley Branch.

That this Conference instructs the National Executive Council to urge the National Joint Council to institute proficiency increases or separate grades for typists and shorthand-typists on the lines adopted in the Civil Service.

27. Application of Scales.

Notice of motion by the Plymouth Branch.

The Plymouth Branch strongly deprecates the invidious anomalies which have arisen as the result of compliance with clauses 21 to 41 of the National Charter, which provides for the appointment to the permanent staffs of inexperienced clerks over 30 years of age at the maximum salary of the General Division, whilst insisting that officers with life-long service in local government shall progress to that same maximum by four six-monthly increments to their salaries at the date of the adoption of the Charter by their authorities. The Plymouth Branch proposes, therefore, that

CONFERENCE VOTING

The last date for notifying Headquarters of a division in voting strength at Conference is **May 27.**

in the interest of local government generally, immediate action shall be taken to right these anomalies and thus enable all officers to regain their rightful positions of seniority, of which so many have been deprived.

28. Notice of motion by the Gateshead Branch.

That this Conference considers that the national scales of salaries, apart from the General Division, are not being uniformly applied, and, therefore, instructs the National Executive Council to collect information from the various branches with a view to ascertaining the general position throughout the country, so that consideration may be given to any further action necessary to obtain equity.

29. Grading of Comparative Posts.

Notice of motion by the Plymouth Branch.

That the National Executive Council be pressed to expedite the application of the national scales on a national basis, to effect a comparative valuation of posts of similar standing throughout the country.

30. No Detriment Clause.

Notice of motion by the Woolwich Branch.

That the National Executive Council be instructed to take every action possible to secure a general "no detriment" clause in the National Charter.

31. Existing Contracts of Service.

Notice of motion by the Sunderland Branch.

That in future negotiations on service conditions no agreement should be entered into which does not safeguard the position of officers whose existing contracts of service provide for more favourable conditions.

32. Grading Proposals for Staffs Likely to be Affected by Legislation.

Notice of motion by the Middlesex Branch.

That the National Executive Council be asked to negotiate grading proposals on a national basis without delay for officers likely to be affected by pending legislation.

33. Advertisement of Vacancies.

Notice of motion by the Chislehurst and Sidcup Branch.

That this Conference instructs the National Executive Council to make representations for the inclusion in the National Charter of a clause: "That all permanent appointments (other than posts in the General Grade) to the staffs of local authorities shall be advertised nationally as well as locally."

34. Submission of Testimonials With Applications for Appointment.

Notice of motion by the Richmond (Surrey) Branch.

That this Conference expresses the opinion that the requirement by employing authorities of the submission of testimonials in the initial stage of the making of applications for appointments now has little or no significant value and therefore requests the National Executive Council to take any action open to it to persuade employing authorities to restrict this requirement only to those applicants selected for interview.

35. Recognition of Examination Successes.

Notice of motion by the Sunderland Branch.

That Paragraph 29 of the National Charter be deleted and the following substituted:

"The gaining of intermediate or final examination diplomas contained in Appendix B should be recognised by a monetary grant of £10 per annum in respect of the intermediate examination and of an additional monetary grant of £10 per annum in respect of the final examination unless the possession of the particular diploma is a condition of the appointment."

Note.—Paragraph 29 reads:

"The gaining of intermediate or final examination diplomas usually recognised by local authorities and applicable to the department in which the officer concerned is employed, should be recognised by a monetary grant of £15 in respect of the intermediate examination and of £30 in respect of the final examination unless the possession of the particular diploma is a condition of the appointment."

36. Promotion from General Division.

Notice of motion by the Sunderland Branch.

That all necessary steps be taken to amend Paragraph 28 of the Charter by the addition of the following proviso:

"Provided that this clause shall not apply to officers who were in the employ of the authority on the 1st April 1946 and had on that date either 15 years' service or had reached the age of 35 years."

Note.—Paragraph 28 reads:

"A General Division officer shall not be eligible for promotion to a higher grade unless he or she has passed successfully the promotion examination or has secured the qualification of a recognised Professional Institute. Compliance with either or both of these conditions will establish an officer's eligibility for promotion, but promotion can only be effective when a suitable vacancy arises."

37. Examination Bar to Promotion.

Notice of motion by the Bristol Branch.

That the operation of clause 28 of the National Charter (promotion from the General Division) bears hardly on officers returning from service in H.M. Forces having regard to the lack of facilities for study and the loss of normal business and academic contacts and that, in respect of the officers referred to who were in the Local Government Service prior to the adoption of the Charter, this Conference instructs the National Executive Council to press the National Joint Council for a revision of clause 28 so as to allow for a special assessment report by the head of the department to establish an officer's eligibility for promotion from the General Division to a higher grade without examination.

38. Notice of motion by the St. Pancras Branch.

That this Conference urges the National Executive Council to attempt to persuade the National Joint Council to waive the examination for promotion out of the General Division in the case of members of the staff in the service of the authority at the date of adoption of the Charter.

39. Mobility Between Departments and Sections.

Notice of motion by the Stepney Branch.

That this Conference instructs the National Executive Council to formulate and press for an amendment to Paragraph 7 (c) of the Charter in order to secure that the filling of vacancies shall be based on a proved assessment of the suitability of the applicants, the method to be applied giving weighted consideration on a points system to the following factors:

- Committee's assessment of candidate;
- Recommendation of departmental head as to suitability;
- Experience in the work concerned;
- Qualifications (professional, technical, academic, etc.);
- Length of local government service; and
- Experience of the department concerned.

This Conference declares that the present system of choice by committee or departmental head is

prone to abuse and error and results in feelings of disharmony and frustration among the staff.

Note.—Paragraph 7 (c) reads:

"Upon a vacancy arising in the establishment of any department of an employing authority, the staff of each department should be notified of the vacancy and of the conditions attaching to the appointment, and in the filling of the vacancy consideration should be given to applications received from officers in the employ of the authority."

40. Annual Reports.

Notice of motion by the Hants County Branch.

That this Conference instructs the staff representatives of the National Joint Council to press for the deletion of Paragraph 24 of the Charter

Note.—Paragraph 24 reads:

"In order that the qualifications of officers who are considered for promotion may be systematically recorded and readily available, and in order that such qualifications may be estimated in accordance with a common standard, there shall be introduced a system of annual reports. Reports are to be made by a certifying officer (officer in charge of the section or group in which the officer to be reported on is working) and countersigned by the head of the department. The annual reports shall be submitted to the establishment committee of the employing authority by the Clerk, and it shall be the duty of the Clerk to secure that the reports are systematically prepared in accord with a common standard. An adverse report shall be shown to the officer concerned. This system shall apply to all officers within the salary scales subject to the reservation that in the case of officers with salaries above £500 per annum it will be open to the local authority to waive the use of annual reports at their discretion, if circumstances render such a course desirable."

41. Promotion from General Division.

Notice of motion by the Sittingbourne and Milton Branch.

That the National Executive Council be instructed to secure amendment of Paragraph 28 by inserting the words "part of" between "has secured" and "the qualification of a recognised professional institute."

Note.—Paragraph 28 is quoted under item 36, above.

42. Welfare of Staff.

Notice of motion by the Hants County Branch.

That this Conference urges all local authorities to take every possible step to implement Paragraph 20 of the National Charter to ensure that adequate provision is made for the welfare of the staff, with particular reference to rest-room facilities for female staff. The actual conditions under which staff work should be considered both from the psychological and physical aspects and necessary improvements put in hand as soon as practicable.

Note.—Paragraph 20 of the Charter reads:

"It shall be the responsibility of the establishment committee to make adequate provision for ensuring the welfare of the staff, including the conditions under which they work."

43. Staff Canteens.

Notice of motion by the Leicestershire Branch.

That the National Executive Council be requested to make representations to local authorities for the provision of staff canteens.

44. Appeals Under Grading Schemes.

Notice of motion by the Stockport Branch.

That this Conference is seriously concerned with the delay in dealing with grading appeals by some

AGENDA AMENDMENTS

Amendments to notices of motion on the preliminary agenda must be received at Headquarters, 24, Abingdon Street, London, S.W.1, by 5 p.m. on April 15. They will be published in the May "Local Government Service."

Final agendas and other material will be sent to representatives on May 27.

local authorities, and suggests that the National Joint Council should require these authorities to reach their decisions within a specified period, failing which the cases shall be referred to the Provincial Whitley Council for decision.

45. Negotiations.

Notice of motion by the Fulham Branch.

That this Conference instructs the NALGO representatives on National and Provincial Whitley Councils to press for compulsory negotiation on the implementation of the Charter between local authorities and staffs at local authority level and further to press for a decision, to the effect that a local authority refusing such negotiation will not be allowed to present a case to the appeals tribunal.

6. Speeding Up of Decisions.*Notice of motion by the Lambeth Branch.*

That this Conference, whilst acknowledging the value of the machinery which has been built up for collective bargaining and negotiated agreements, considers that the maximum usefulness of such machinery is impaired by its slow motion, and instructs the National Executive Council to take immediately all steps necessary with a view to reducing to a minimum the time between the submission of a claim, or a matter for negotiation, and its ultimate disposal.

7. Speeding Up of Machinery.*Notice of motion by the Brighton Branch.*

That this Conference instructs the National Executive Council to explore and investigate every possible method that will speed up the machinery of Whitleyism with the objective of achieving quicker decisions nationally, provincially, and locally, and to take all necessary steps to achieve this object.

8. Notice of motion by the Essex County Branch.

That this Conference deprecates the delays in interpreting and implementing decisions of the National Joint Council, and instructs the National Executive Council through the Staff Side to initiate an overhaul of the joint negotiating machinery to avoid the establishment of an unwieldy bureaucratic machine and produce more effective and speedier results.

9. Cost of Living Bonus.*Notice of motion by the Scottish District Committee and Edinburgh and District Branch.*

That this Conference

(a) considers that the present cost of living bonus is totally inadequate; and

(b) instructs the National Executive Council to take all necessary steps at the earliest possible opportunity to have the bonus completely revised with a view to a substantial increase so as to bring it in line with the actual present-day cost of living.

10. Notice of motion by the Salford Branch.

That this Conference, being satisfied that the existing cost of living bonus bears no true relationship to the actual increased cost of living, directs the National Executive Council to take all action in its power to secure a more equitable cost of living bonus at the earliest possible date.

11. Notice of motion by the Bristol Branch.

That the Association's representatives on the National Joint Council shall be instructed to take steps to augment the women's cost of living bonus in order to bring it on a par with that of men.

12. Notice of motion by the Stepney Branch.

That this Conference instructs the National Executive Council to press for the cost of living bonus to be included in the computation of overtime payment, as is the normal practice in national trade union agreements and is the case with the staff of the London County Council.

13. Notice of motion by the West Ham Branch.

That this Conference instructs the National Executive Council to ensure that the NALGO representatives on the staff side of the National Whitley Council take early and effective action to raise the present inadequate bonus to a level commensurate with the increased cost of living.

14. Notice of motion by the Southall Branch.

That this Conference urges the National Executive Council to consider the present anomalies in the cost of living bonus as between male and female officers and also in relation to the juniors up to the age of 21 years with a view to establishing a uniform bonus applicable to all officers irrespective of sex or age.

15. Working Hours.*Notice of motion by the Gateshead Branch.*

That the National Executive Council be instructed to take the necessary steps to obtain an amendment to the terms and conditions of the National Charter with a view to the institution of a 35-hour week in place of the 38 hours at present laid down.

16. Five-Day Week.*Notice of motion by the Richmond (Surrey) Branch.*

That the members of the staff side of the National Whitley Council be instructed to press for the institution, within the provisions of Paragraph 9

of the National Charter, of a five-day working week in the Local Government Service.

57. Notice of motion by the Sunderland Branch.

That this Conference instructs the National Executive Council to press for the immediate adoption of a five-day week with a maximum of 35 working hours per week.

58. Saturday Morning Leave.*Notice of motion by the Chislehurst and Sidcup Branch.*

That this Conference instructs the National Executive Council to formulate a scheme, with

CONFERENCE TIMES

Conference, meeting at the Floral Hall, Southport, on June 10—12 inclusive, will sit from 9.30 a.m. to 12.30 p.m. and from 2.30 to 5.0 p.m. each day unless otherwise decided.

a view to its adoption by the National Joint Council, whereby members of the administrative, professional, technical and clerical staffs of local authorities obtain one Saturday morning leave in each three weeks, provided always that in the aggregate the terms of Paragraph 9 (office hours) of the National Charter are observed.

Note.—Paragraph 9 of the Charter reads:

Normal hours of duty in offices of local authorities shall be 38 hours per week.

Officers whose duties involve regular evening attendance in connection with meetings of councils and committees, shall be granted compensatory leave of absence at the convenience of the department, except in cases when such circumstances are reflected in the officer's recognised conditions of service, and are specifically referred to in the officer's terms of appointment.

59. Annual Leave.*Notice of motion by the Plymouth Branch.*

That the annual leave allowance specified in Paragraph 11 of the Charter is inadequate, and compares most unfavourably with the conditions applicable to the national Civil Service, and in view of the disparity between the General Division and Miscellaneous Division 1 (15 days' and 18 days' leave respectively), this Conference recommends that the National Joint Council amend Paragraph 11 of the Scheme to provide the following scale of annual leave:

Juniors up to 21 years of age ..	12 working days
General Division officers of 21 years and over, and all other officers in any grade up to and including A.P.T. III ..	18 working days
Officers in A.P.T. Grades IV and over ..	24 working days

N.B. As officers with basic salaries in excess of £435 are not eligible for overtime, the present division at A.P.T. Grade V is not justified.

60. Notice of motion by the Stepney Branch.

That this Conference regards the scale of leave entitlement provided by the National Charter as being inadequate and asks for the addition of three days' annual leave to all grades, and that the National Executive Council be instructed to press for an amendment to Paragraph 11 accordingly.

61. Notice of motion by the Sunderland Branch.

That all necessary steps be taken to amend Paragraph 11 (annual leave) of the Charter by substituting after the words "The scale shall be as follows" the following:

Officers with 1 to 5 years' service ..	12 working days
Officers with over 5 and up to 10 years' service ..	15 working days
Officers with over 10 and up to 15 years' service, together with all officers in the Clerical Division ..	18 working days
Officers with over 15 years' service and all officers in Higher Clerical and A.P.T. Divisions ..	21 working days

62. Overtime Rate.*Notice of motion by the North Western and North Wales District Committee and the Bolton and District Branch.*

That this Conference instructs the National Executive Council to take the necessary steps

to amend the National Charter so as to provide that the overtime rate be wholly at 1½ times the hourly rate based upon salary plus bonus.

63. Notice of motion by the Plymouth Branch.

That all overtime be assessed on gross salary, i.e. standard salary plus cost of living bonus.

64. Notice of motion by the Birmingham Branch.

That the ruling that overtime payment be calculated on the basic salary figure be reconsidered and consideration be given for payment to be calculated on basic salary plus war bonus.

65. Notice of motion by the Plymouth Branch.

That it be an instruction to the National Executive Council to consider the amending of the Charter conditions relating to non-payment of overtime to staff in receipt of salaries over £435 per annum, and that it be determined, after a reasonable number of hours have been worked, that overtime be paid.

66. Equal Pay.*Notice of motion by the Scottish District Committee and the Glasgow Branch.*

That in view of the favourable attitude of the Royal Commission to equal pay for women in the Civil Service and in Local Government, this Conference:

(a) urges the Government to adopt a policy of equal pay and equal opportunity for women in the Civil Service and to recommend adoption of this policy to local authorities and public undertakings;

(b) urges the staff sides of the National Joint Industrial Councils of England and Wales and of Scotland to press immediately for the amendments necessary in the respective Charters;

(c) expresses the opinion that equal pay for women is an essential element in the nation's economic policy and, in the interests of both full production and justice, should be laid down by the Government as national policy.

67. Notice of motion by the Fulham Branch.

That this Conference endorses the view put forward in the minority report of the Royal Commission on Equal Pay and is of opinion that the National Executive Council should take steps to implement the Association's declared policy in this respect.

68. Notice of motion by the Metropolitan District Committee.

That this Conference instructs the National Executive Council:

(a) to make an immediate approach to the National Joint Council for equal pay in all grades of the service; and

(b) to urge the Government to grant equal pay in the Civil Service, the teaching profession, and the Local Government Service, in order to give a lead to the rest of the country.

69. Notice of motion by the London County Council Branch.

That this Conference endorses the findings of the minority Report of the Royal Commission on Equal Pay and instructs the National Executive Council to redouble its efforts to hasten its adoption by all local authorities.

70. Notice of motion by the St. Pancras Branch.

That this Conference instructs the National Executive Council to make more strenuous efforts to obtain the implementation of the Association's policy of equal pay for men and women.

71. Notice of motion by the Bristol Branch.

That this Conference instructs the National Executive Council to take steps to open immediate negotiations for the adoption of equal pay for equal work.

72. Notice of motion by the Blackpool Branch.

That this Conference, in view of the favourable findings of the Royal Commission on equal pay in the Local Government Service, calls on the National Executive Council to initiate and take the lead in a nation-wide campaign for the implementation of equal pay for equal work and equality of opportunity.

73. Removal of Marriage Bar.*Notice of motion by the Metropolitan District Committee.*

That this Conference instructs the National Executive Council to take immediate steps to secure the inclusion in the Charter of a clause laying down that a marriage bar shall not be operated.

74. Family Allowances.

Notice of motion by the Birmingham Branch.
That this Conference acquaints H.M. Government through the Minister of Health that in its opinion the retention of married women in Local Government and Civil Service in itself, and in the event of provision of equal pay for men and women, will to an even greater extent gravely affect the comparative living standards of officers of either sex with a dependent spouse with children and that some alleviation should be provided by increased family allowances inclusive of the first child.

75. Provincial Weighting.

Notice of motion by the Birmingham Branch.
That the national scales of salaries be weighted in favour of officers of the corporations of large provincial cities.

76. Allowances in Lieu of Holidays.

Notice of motion by the Bethnal Green Branch.
That this Conference instructs the National Executive Council to take all possible steps to secure the addition to the National Charter of a provision in the case of the death of an officer, his or her legal personal representative shall be paid an allowance in lieu of accrued holidays with pay.

77. Car Allowances.

Notice of motion by the Poole Branch.
That the National Executive Council be asked to expedite the adoption of a national scale of car allowances.

78. National Joint Council—Amendment of Constitution.

Notice of motion by the Halifax and District Branch.
That this Conference instructs the National Executive Council to take the necessary steps to secure suitable amendments to the constitution and powers of the National Joint Council and the provincial councils, so as to ensure the speedy conduct of joint negotiations, and the immediate application of any award of the National Joint Council.

79. National Wage Policy.

Notice of motion by the Nottingham Branch.
This Conference, noting the danger of inflation in the present period of acute shortage of manpower:

(i) Realises that an unregulated scramble for all-round wage increases will benefit neither the country as a whole nor wage-earners as a class and that the Local Government Service in particular is likely to fare badly in such a scramble;

(ii) Urges H.M. Government to formulate immediately a national policy on wages and the distribution of the national income;

(iii) Declares that such a policy should include the following provisions:

(a) That the cost of living, based on an up-to-date index, be kept steady;

(b) That inflation shall be prevented by equating purchasing power to production;

(c) That wage levels shall be so adjusted that labour is attracted to those occupations which are most in the public interest;

(iv) Declares that the absence of such a national policy on wages will lead inevitably to strong demands for substantial wage increases from the Local Government Service.

GENERAL MOTIONS**80. Fighting Fund.**

Notice of motion by the Luton Branch.
That the National Executive Council take immediate steps to secure the establishment of a fighting fund.

81. Financial Assistance to Members Suspended.

Notice of motion by the Scottish District Committee and Lanarkshire Branch.
That, until the issue is decided, suitable financial assistance should be provided by the Association to an officer who has been suspended without pay, and whose case is being defended by the Association.

82. Recruitment of Public Utility Members.

Notice of motion by the East Ham Branch.
That this Conference urges the National Executive Council to issue a comprehensive statement defining:

(i) The aims and objects of the recruitment of gas, water, electricity and similar public utility undertakings and the limits within which and by

what means existing company staff due to be absorbed by the new authorities will be recruited;

(ii) The machinery to be set up to deal with the new problems which will arise therefrom, including plans for joint negotiating councils; and,

(iii) The general effect on the membership of all local government officers remaining in the employ of local authorities.

83. Membership of Technical Staffs of Public Utility Undertakings.

Notice of motion by the Northmet Branch.

That this Conference:

(a) Desires to protest strongly against any person being compelled to join any other designated trade union before being admitted to membership of NALGO;

(b) Urges the National Executive Council to press for the cancellation forthwith of the agreement with the E.P.E.A. which imposes a ban on certain members of the staff employed in the Electricity Supply Industry being admitted to membership of NALGO unless they are members of the E.P.E.A.;

(c) Instead of the agreement mentioned, recommends the inclusion in the Association and all branch rules of a clause to the effect that the functions of the Association and any branch shall not extend to matters affecting the salaries and service conditions of the technical staffs coming within the purview of the National Joint Board for the Electricity Supply Industry except by mutual agreement between the Association and the organisation(s) concerned.

84. Electricity Supply—Whitley Machinery.

Notice of motion by the Northmet Branch.

That in the opinion of this Conference the Association's policy in respect of Whitley machinery for the staffs of the electricity supply industry should be directed to the formation of one Whitley Council to cover the whole of the staffs—irrespective of whether they are "technical" or otherwise and irrespective of whether they are at present municipal or company—with NALGO, the Electrical Power Engineers' Association, and any other interested organisation representing their respective members.

85. Hospital Staffs Recruitment.

Notice of motion by the Middlesex Branch.

That this Conference instructs the National Executive Council:

(a) Immediately to establish the necessary machinery for the recruitment of voluntary hospital staffs, having regard to pending legislation; and

(b) To continue to act with the greatest vigour in the interests of hospital employees at present members of the Association, and to press for the establishment of posts under the National Charter in all public hospitals forthwith.

86. Staffs of Day Nurseries—Salary Scales.

Notice of motion by the Bethnal Green Branch.

That with a view to facilitating recruitment of the staffs of day nurseries to membership of the Association, this Conference instructs the National Executive Council to proceed immediately to formulate a policy in relation to a scale of salaries and conditions of service applicable to such staffs.

87. "Local Government Service."

Notice of motion by the Salford Branch.

That this Conference strongly deprecates the use which is made of the editorial columns of LOCAL GOVERNMENT SERVICE to express views which do not accord with the declared policy of the Association, and considers that editorial comment on matters affecting the Association should faithfully reflect that policy; and further instructs the National Executive Council to take the necessary steps to secure that editorial comment shall in future have due regard to the policy of the Association.

88. Public Relations Policy.

Notice of motion by the Metropolitan District Committee.

That this Conference is of the opinion that a campaign is necessary to make all members of the Association aware of the importance and value of an active public relations policy and instructs the National Executive Council to take steps forthwith to ensure that:

(i) All district committees and branches appoint public relations officers and public relations committees or sub-committees;

(ii) Those committees or sub-committees individually consider and implement the policies outlined in the Reconstruction Committee's report and the booklet "Public Relations—What it Means and How it Works";

(iii) County branches throughout the country take the lead to organise joint county-and-borough or district council branch public relations activities; and

(iv) A further individual approach is made to secure the active co-operation of those local authorities that have not yet established a public relations organisation.

89. Civics in Schools.

Notice of motion by the St. Marylebone Branch.
That this Conference deplores the widespread ignorance of local government matters among the general population, and instructs the National Executive Council to request the Minister of Education, as a means of fostering a greater sense of citizenship, to include the study of civics in the school curricula of all children at the most suitable age.

90. Right to Consultation with Government on Service Conditions.

Notice of motion by the Scottish District Committee and Edinburgh and District Branch.
That in view of the increasing tendency of H.M.

ANCILLARY A.G.M.s

Annual general meetings of the Ancillaries will be held on June 13—NALGO Provident Society (9.30 a.m.); NALGO Building Society (11 a.m.); LOGOMIA (2.30 p.m.); and NALGO Approved Society (4 p.m.).

Government to include in public statutes clause giving powers to central departments to make regulations governing the conditions of appointment and service of local government officers, this Conference instructs the National Executive Council through the Association's Parliamentary agents to secure a statutory right of consultation for all staff organisations prior to the issue of such regulations.

91. Public Assistance Staffs.

Notice of motion by the Berks County Branch.
That this Conference, whilst appreciative of the report of the Law and Parliamentary Committee, is of opinion that:

(i) The National Executive Council should adopt a more forceful and positive policy, i.e., an intensive press campaign and a statement of the position to every member of Parliament, etc.;

(ii) The sub-committee of the National Executive Council charged with the negotiation should contain as large a number of public assistance officials affected by the proposals of the Bill as possible, even to the extent of co-opting them if necessary; and

(iii) In the event of the Minister of Health intimating that it is the duty of local authorities to absorb their own redundant officers, the Government should be pressed to make such duty obligatory.

92. Notice of motion by the National Executive Council.

That this Conference views with grave concern the prospect of the diminution of the public assistance functions of local authorities which will result from the operation of the National Insurance Act, 1946, and the absence of provisions relating to the transfer and compensation of officers at present engaged in those functions who will become redundant, and calls upon H.M. Government to introduce the National Assistance Bill as early as possible this session.

93. Notice of motion by the North Western and North Wales District Committee.

That this Conference, whilst appreciating the efforts which have been made by the National Executive Council, views with grave concern the delay of the Government in introducing legislation dealing with the transfer of functions now those of public assistance and social welfare authorities and providing for the transfer of staffs adversely thereby or compensation for those adversely affected.

94. Notice of motion by the Isle of Ely Branch.

That this Conference:

(a) Views with the gravest apprehension the omission from recent legislation in connection with the break-up of the Poor Laws, of adequate provision for the transfer or compensation of officers of public assistance authorities who may be rendered redundant as a result of such legislation; and

(b) Considers the inclusion of such provision

any similar contemplated legislation to be necessary and instructs the National Executive Council to take whatever action may be necessary to secure such safeguards.

1. Notice of motion by the Southern District Committee.

That this Conference deprecates the lack of a definite promise or guarantee by the Government in regard to the future of public assistance appointments and urges the National Executive Council to make every effort to obtain satisfactory transfer conditions or adequate compensation for staffs of office for poor-law staffs, realising that the branches of the Local Government Service may also be affected in the future.

2. Notice of motion by the Lancashire County Council.

That, in the event of public assistance being reduced by national assistance, as foreshadowed by the Government, this Conference demands that the staffs of public assistance committees be afforded prior claim for transfer to posts under the new body assuming responsibility for the work; and that the National Executive Council be requested to engage in propaganda with the widest publicity and to take any other steps to further this demand.

3. Notice of motion by the Lancashire County Council.

That this Conference registers its strong protest against the Government for failure to recognise the justice and equity of the claims of public assistance staffs to posts in the new Ministry of National Insurance consequent on the transfer of certain classes of persons from local funds to national insurance.

4. Staffs of Electricity Central Authority and Boards.

Notice of motion by the Walthamstow Branch.

That the National Executive Council be requested to press, in the appropriate quarter, for the adoption of a policy in respect of the Electricity Bill, whereby recruitment of staff of the Central Authority and Area Boards, whether by the Civil Service Commissioners or not, be from the existing field of local government and electricity supply industry staffs.

5. Electricity Supply Bill—Transfer of Staffs.

Notice of motion by the Wimbledon Branch.

That this Conference views with dismay the omission from the Electricity Supply Bill of definite provisions for safeguarding the interests of existing employees in the electricity supply industry, and instructs the National Executive Council immediately to take every possible action to prevail upon the Government to formulate precise proposals for this purpose and to incorporate them in the Bill.

6. Superannuation.

Notice of motion by the Woolwich Branch.

That this Conference urges the National Executive Council to take all necessary steps, as soon as possible, to secure an amendment of the Local Government Superannuation Act, 1937, to provide for superannuation payments to the widow of an officer who dies before attaining superannuation entitlement under that Act, such superannuation payments to the widow to be not less than one half of the superannuation payments which the member himself would have received had he been superannuated at the date of his death; the superannuation allowance to be also applicable to the widow of a superannuated officer if the death of the officer occurs before the day upon which his drawings on the superannuation fund exceed his contributions to it, always provided that the amendments referred to above shall not affect in any way the provisions of Section 9, sub-section 1, of the Local Government Superannuation Act, 1937.

7. Workmen's Compensation.

Notice of motion by the Lindsey Branch.

That the National Executive Council be instructed to take all possible steps to secure compulsory insurance by local authorities of their officers whose duties expose them to particularly hazardous risks, and who, by virtue of their salary, do not come within the provisions of the Workmen's Compensation Act.

8. Superannuation—Civil Service Rules.

Notice of motion by the Lindsey Branch.

In order to preserve the superannuation rights of local government officers transferred to the civil service, the Government be asked to make

the application of the Local Government and Civil Service Rules a statutory requirement.

103. N.E.C. Policy and Local Government Examinations Board.

Notice of motion by the Chelmsford Borough Branch.

That this Conference views with alarm the increasing tendency of the National Executive Council to formulate policy and to put the same into operation without ascertaining the views of individual branches through district committees, and submits that the Local Government Examinations Board should circulate its draft proposals to branches for any observations before adoption.

104. Grants to B. and O. Beneficiaries.

Notice of motion by the Lindsey Branch.

That weekly grants made to beneficiaries from the Benevolent and Orphan Fund be in every case in excess of the amounts payable under the public or national assistance scales.

105. Family Allowances—Benevolent and Orphan Fund.

Notice of motion by the Metropolitan District Committee.

That family allowances be disregarded altogether when assessing grants to be paid by the Benevolent and Orphan Fund.

106. Affiliation to the Trades Union Congress.

Notice of motion by the National Executive Council.

That the National Executive Council be authorised to explore the possibility of affiliation to the Trades Union Congress on a basis that is mutually acknowledged to be solely industrial and without implying allegiance to or connection with any political party, and be required to make definite recommendations thereon to the Annual Conference in 1948.

107. Notice of motion by the Islington Branch.

That this Conference desires the National Executive Council to make immediate application to the Trades Union Congress for affiliation.

P.R., EDUCATION, AND EDITORS' MEETINGS

Meetings of branch public relations officers (9.30 a.m.), education correspondents (2.30 p.m.), and branch magazine editors (2.30 p.m.) will be held on June 9.

All Conference delegates, and all branch public relations officers, education correspondents, and magazine editors who, though not delegates, are able to attend, will be welcome at the meetings. Members wishing any particular topic to be discussed are asked to write to Headquarters by May 1.

108. Notice of motion by the Fulham Branch.

That this Conference instructs the National Executive Council to make application to the Trades Union Congress for affiliation.

109. Notice of motion by the Glasgow Branch.

That this Conference instructs the National Executive Council to apply for affiliation to the Trades Union Congress.

110. Notice of motion by the Airdrie Branch.

That the National Executive Council be instructed to apply for affiliation to the Trades Union Congress.

111. Notice of motion by the St. Pancras Branch.

That this Conference instructs the National Executive Council to take immediate steps to affiliate to the Trades Union Congress.

112. Notice of motion by the Easington Branch.

That the National Executive Council be instructed to seek affiliation to the Trades Union Congress forthwith.

113. Notice of motion by the Halifax and District Branch.

That this Conference is of opinion that the time has now arrived when the Association should be affiliated to the Trades Union Congress, and instructs the National Executive Council to apply immediately for such affiliation.

114. Notice of motion by the South Wales and Monmouthshire District Committee.

That in view of the fact that the great majority of our members have now returned from His Majesty's Forces to the Local Government Service and in the light of the changed circumstances, this Conference is of opinion that im-

mediate steps should be taken to ascertain the views of the general body of members of the Association on the question of affiliation to the Trades Union Congress. Conference further directs the National Executive Council to obtain a referendum of members on this subject.

115. Notice of motion by the West Ham Branch.

That this Conference instructs the National Executive Council to apply immediately to the Trades Union Congress for affiliation.

116. Trade Union Membership.

Notice of motion by the Stepney Branch.

That in the opinion of the Stepney Branch, it is desirable that there should be 100 per cent trade unionism amongst local government staff. We therefore press for local authorities to urge that all their staff join an appropriate trade union. While this Conference recognises NALGO as the appropriate organisation for local government officers, we recognise that some officers belong to other trade unions and that we should approve a policy of co-operation with such other unions.

117. Affiliation to Trades Council.

Notice of motion by the Scottish District Committee and Glasgow Branch.

That this Conference permits the Glasgow Branch to:

- approach the Glasgow Trades Council with a view to affiliating to that body; and
- apply in the meantime for the appointment of branch observers to it.

Note.—Rule 4 reads:

Unless the consent of a Conference be first obtained the Association or any District Committee or branch shall not affiliate to any organisation which is associated directly or indirectly with any political party or organisation provided that this shall not apply to any action taken before 14th June, 1945.

118. Notice of motion by the Airdrie Branch.

That the National Executive Council, whatever the decision on affiliation to the T.U.C., allow branches which so desire to apply for affiliation to their local trades councils.

119. Closed Shop.

Notice of motion by the Airdrie Branch.

That the principle of the "closed shop" which, in actual practice, is not incompatible with NALGO's campaign for 100 per cent membership, should be adopted as Association policy, and that the Association press for local authorities to make membership of a trade union a condition of employment in the Service.

120. Rating Systems in England and Scotland.

Notice of motion by the Glasgow Branch.

That, recognising that the present rating systems in England and Scotland are not only unfair in their incidence between local authorities as well as between individuals, and are also incapable in many areas of supporting increased expenditure, this Conference:

- Urges the Government to increase the total amount of grants paid to local authorities and to allocate such grants on the basis of need; and
- Urges rating authorities to examine the feasibility of taxing land site values, in view of sympathetic reference made to this system by the Chancellor of the Exchequer on May 16, 1946.

121. Notice of motion by the Scottish District Committee.

That, recognising that the present rating systems in England and Scotland are not only unfair in their incidence between local authorities as well as between individuals, and are also incapable, in many areas, of supporting increased expenditure, this Conference urges the Government to increase the total amount of grants paid to local authorities and to allocate such grants on the basis of needs.

122. Local Authorities—Delegated Powers.

Notice of motion by the Bromley Branch.

That the National Executive Council be instructed to consider the advisability, in the interests of the Local Government Service, of taking action urgently to discourage and, if necessary, to oppose the continuance and development of a system of local government administration such as that existing under education administration schemes, whereby local authorities exercise delegated powers through officers in the service of the delegating authority.

123. Association Bankers.

Notice of motion by the Essex Rivers Catchment Board Branch.

That this Conference instructs the National Executive Council to examine the terms and facilities offered by the Co-operative Wholesale Society Ltd. (Bankers), and if they are found to be more favourable than those given by the present bankers, arrangements shall be made forthwith for the transfer of the Association's business to the C.W.S. with a view to effecting economies in administrative expenses.

124. Title of the Association.

Notice of motion by the Northmet Branch.

That in view of (a) the Association now catering for the staffs of utility undertakings at present owned by public and private companies, as well as the staffs employed in the Local Government Service, and (b) the fact that many of the Association's members will shortly be transferred to the employ of "nationalised" services, the opinion of this Conference is that the Association should consider adopting a title more accurately descriptive of its functions and scope.

125. Representation on National Executive Council.

Notice of motion by the Middlesbrough Branch.

That where the Association is involved in negotiations of a specialist character, for example on the subject of gas, electricity, transport, or nursing, the National Executive Council shall, unless its members are themselves drawn from such services or undertakings, co-opt expert members from the services or undertakings concerned.

RULE AMENDMENTS

For the convenience of readers who may not have copies of the Association's rules we have not followed the wording of all amendments, but have indicated their effect.

126. Rule 2—Definitions.

Notice of motion by the National Executive Council.

To amend the proviso to the rule by the insertion of the words in italics:

"Provided that . . . a retired member shall not be eligible for membership of the Council or any committee thereof except as may be provided in these Rules . . ."

Note: The object of the amendment is to remove an inconsistency in the present Rules, some of which make it possible for a retired member to be a member of the Council (for example, under Rule 18 if he is elected an honorary officer, or under Rule 32 if he is elected chairman of one of the NALGO ancillaries) whereas Rule 2 debars every retired member from membership of the Council.

127. Notice of motion by the Scottish District Committee and the Glasgow Branch.

To amend the definition of "Local Government Officer" in Rule 2 by the addition of the words in italics:

"Local Government Officer" means any officer full-time or part-time paid directly or indirectly by a local authority . . . or by any board or other authority authorised by enactment or by charter of incorporation or otherwise to undertake hospital or public health services."

128. Rule 13(b)—Payment of Amounts Due from Branches.

Notice of motion by the National Executive Council.

To amend the Rule by deletion of the words in brackets and addition of the words in italics:

"A branch which has failed to forward to the General Secretary its audited summary sheets and all monies due to the Association in accordance with the provisions of Rule 12 shall not be entitled to nominate [or vote for] any candidate for election or be eligible to send representatives to the next ensuing Conference, nor shall the members of the branch be entitled to vote for any candidate for election."

129. Rule 18—Honorary Officers.

Notice of motion by the Bolton and District Branch.

Delete paragraph (c) and substitute:
"All honorary officers shall be elected by branch representatives duly appointed in accordance with the provisions of Rule 53 to represent their respective branches upon the District Committee for their area. Each such representative shall be entitled to one vote for each honorary office to be filled.

"For the purposes of the election the General Secretary shall, not later than the 8th day of April, forward to the secretary of each branch a number of voting papers and envelopes equal to the number of representatives which the branch is entitled to appoint to the District Committee for its area. To be valid a voting paper must be signed by the duly appointed representative to whom it is issued, countersigned by the branch secretary, and be received by the General Secretary not later than 5 o'clock p. m. on the 8th day of May."

Also consequential amendments to Rule 13 (b) and (c).

Note: The effect of this motion is to transfer responsibility for the election of honorary officers from the branch as a whole to the branch representatives on the district committee.

It is understood that the references to the General Secretary in the motion include his duly appointed representatives in accordance with Rule 48.

130. Notice of motion by the Scottish District Committee and the Dunbartonshire Branch:

To amend the first sentence of Rule 18 (a) by addition of the words in italics:

"(a) The following honorary officers of the Association shall be elected annually and shall be eligible for re-election . . ."

131. Rule 25—Card Vote Allocation.

Notice of motion by the Norwich Branch.

To delete existing Rule 25 and substitute:

"In the event of a card vote being taken at a Conference, branches must cast a straight vote for or against the proposition, in accordance with a majority vote taken in the individual branches."

Note: Rule 25 reads:

"In the event of a branch deciding to split or divide its votes in connection with a card vote, the branch shall, not less than two weeks prior to the Conference, notify to the General Secretary the manner in which its votes are to be divided between its representatives."

132. Rule 34—Election of the Council.

Notice of motion by the Dunbartonshire Branch.

To amend Rule 34 by deletion of the word in brackets and addition of the words in italics:

"The Council shall be elected [annually], every two years . . ."

133. N.E.C. Representation of Urban and Rural Authorities.

Notice of motion by the Brentwood Branch.

That the National Executive Council explore and report to the next Conference the means whereby direct representation of urban and rural authorities may be increased on that Council.

134. Rule 39—Nominations.

Notice of motion by the National Executive Council.

To amend the final sentence of Rule 39 (a) by deletion of the words in brackets and addition of the words in italics:

" . . . A branch which has failed to forward to the General Secretary its audited summary sheet and all monies due to the Association in accordance with the provisions of Rule 12 shall not be entitled to nominate [or vote for] any candidate for election, and members of that branch shall not be entitled to vote for any candidate for election."

Note:—The Rule refers to the election of members of the National Executive Council.

135. Rule 41—Voting Papers.

Notice of motion by the National Executive Council.

To amend Rule 41 (a) by deletion of the words in brackets and addition of the words in italics:

"The General Secretary shall [forward to the secretary of each branch not later than the 8th day of April] not later than the 8th day of April forward to the secretary of each branch which has complied with Rule 12 a number of voting papers equal to the number of members of such branch as shown in the register at the 31st day of October, and an equal number of addressed envelopes for the return of such voting papers."

136. Notice of motion by the Brighton Branch.

(i) To delete the words "31st day of October" in Rule 41 (a) [set out above] and insert "15th day of March."
(ii) To add at the end of paragraph 41 (a):
"A certificate signed by the branch chairman and branch secretary certifying the number of members on the register on 15th day of March to be forwarded to the General Secretary before 5 p.m. on 31st day of March each year."

(iii) To amend Rule 41 (d) by deletion of the words in brackets and insertion of the words in italics:

"(d) The Secretary of each branch shall not less than seven days prior to the date for the return of the papers, supply a voting paper and an addressed envelope to each of its members whose name appears in the register at the [31st day of October] 15th day of March . . ."

137. Rule 42—Voting.

Notice of motion by the Metropolitan District Committee.

To amend Rule 42 by deletion of the words in brackets:

"Each member shall be entitled to as many votes as there are members of the Council to be elected for his electoral area or district. . . . Each member must vote for a number of candidates equal to the number to be elected for his electoral area] but shall not record more than one vote for any one candidate."

138. Rule 46—Casual Vacancies.

Notice of motion by the National Executive Council.

That Rule 46 be deleted and the following substituted (the main drafting amendments are shown in italics):

"On a casual vacancy arising among the ordinary members of the Council notice thereof shall be given by the General Secretary to each of the branches comprising the District concerned which have complied with Rule 12, such notice to state that nominations of candidate to fill the vacancy must be lodged with the General Secretary within fourteen days of the date of the issue of the notice, and he shall forthwith notify to each nominee the fact of his nomination with a notice that such candidate may withdraw their candidature by notifying the fact in writing not later than seven days after the receipt of the notification of nomination. The General Secretary shall, within seven days after the last day for receiving withdrawals forward to the secretary of each of such branches the number of voting papers and envelopes stipulated by Rule 41 (a), and Rule 41, 42 and 43 shall apply so far as they are consistent with this Rule. The voting paper shall be returned to the Secretary of the District Committee not later than ten days after their issue by the General Secretary. The District Committee shall arrange for the immediate counting of the votes, and for this purpose a presiding officer and scrutineers shall be appointed in accordance with regulations made by the Council in pursuance of Rule 44. Upon the conclusion of the count the presiding officer shall declare the result to those persons present at the count and shall thereupon declare the candidate receiving the largest number of votes to be a duly elected member of the Council. The District Committee shall cause the result of the voting to be notified to the General Secretary, and to the branches in its area, within seven days after the counting of the votes. Provided that no steps shall be taken to fill any casual vacancy which may occur between the 1st day of January and the commencement of the Annual Conference in any year."

139. Notice of motion by the Brighton Branch.

To amend the penultimate sentence of Rule 46 by the insertion of the words in italics:

"In all other respects the procedure for filling casual vacancies shall be consistent with the Rules in force for regulating the annual election of the Council except that voting papers shall be issued to members on the register as at the date of the close of nominations, such members to be certified as laid down in Rule 41."

140. Rule 47—Returning Officer and Declaration.

Notice of Motion by the National Executive Council.

That Rule 47 be deleted and the following substituted (the main drafting amendments are shown in italics):

"The Chairman of the Conference shall act as Returning Officer and shall declare the candidates who are unopposed, and those receiving the largest number of votes in the various electoral areas, duly elected on the Council to the requisite number. In case of an equality of votes a further election shall be held in the District concerned, the candidates being those candidates who have obtained equality of votes at the first election. The General Secretary shall, within fourteen days after the

(Continued at the top of next page)

CONCLUSION OF THE PRELIMINARY AGENDA 1,367 Out of 1,530 Adopt the Charter

use of the Conference, forward to the Secretary each of the Branches in the District which have complied with Rule 12 the number of voting papers and envelopes stipulated by Rule 41 (a), and Rules 41, 42 and 43 shall apply so far as they are consistent with this Rule. The voting papers shall be returned to the Secretary of the District Committee not later than seven days after their issue by the General Secretary. The District Committee shall arrange for the immediate counting of the votes, and for this purpose a Presiding Officer and Scrutineers shall be appointed in accordance with regulations made by the Council in pursuance of Rule 44. Upon the conclusion of the count the Presiding Officer shall declare the result to those persons present at the count and shall thereupon declare a candidate receiving the largest number of votes to be a duly elected member of the Council. The District Committee shall cause the result of the voting to be notified to the General Secretary, and to the branches in its area, within seven days after the counting of the votes."

Financial Assistance to Branches Attending Conference.

Notice of motion by the Hinckley Branch.
If this Conference instructs the National Executive Council to consider the necessity of granting financial assistance to branches with a membership of less than 100 who send the full complement of delegates to Annual Conference required by the Rules and Constitution of the Association and the Model Branch Rules.

Rules—District Committees, Representatives Card Vote and Expenses.

Notice of motion by the Gloucester Branch.
The Conference considers that the basis of

representation of branches on District Committees should be uniform throughout the Districts; also that the Rules of District Committees should include a provision for the taking of a card vote if demanded by a representative of any branch present; also that a District Committee should pay the whole of the expenses of the branch representatives attending the meetings of the Committee.

143. Ballot of Members.

Notice of motion by the Nottingham Branch.

That the Rules of the Association be amended to provide that it shall be competent for Conference to order a ballot of the members to be taken and that the result of any such ballot shall be binding on the Association.

144. Notice of motion by the Stepney Branch.

That this Conference, considering that it is desirable to obtain a clear opinion of the membership on the question of affiliation to the Trades Union Congress, instructs the National Executive Council to conduct a ballot of all its members forthwith, asking for an affirmative or negative to the question "Are you in favour of NALGO applying for affiliation to the Trades Union Congress?"

That upon a decision in favour of affiliation, the National Executive Council do make application forthwith to the Trades Union Congress for affiliation.

145. Induction of New President.

146. Vote of Thanks to Retiring President.

147. Any Other Competent Business.

OF the 1,530 local authorities in England and Wales, 1,367 had adopted the Charter by March. This is an increase of 41 on the figures published in February. One hundred other authorities had also applied the Charter to their staffs, making a total of 1,467.

The authorities concerned fell into these groups:

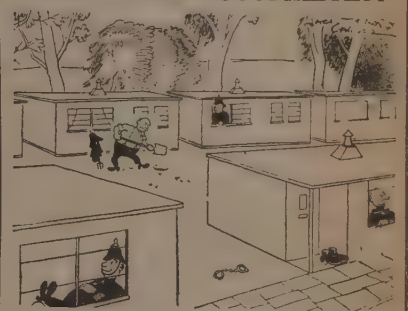
58 of the	62 county councils
80 of the	83 county boroughs
28 of the	29 metropolitan boroughs
269 of the	309 non-county boroughs
507 of the	572 urban districts
425 of the	475 rural districts

1,367 1,530

Additions to the last published list are as follows:

Metropolitan borough.—Southwark.
Non-county boroughs.—Aberystwyth, Cardigan, Colwyn Bay, Lyme Regis, Port Talbot, Salisbury, Wembley, Weston-super-Mare.

This Local Government!



"Progress is being maintained on Blank Estate, and at present they have the coppers in."—Official Report. Five shillings for the above goes to S. HILL, Dagenham.

Urban districts.—Ashbourne, Bowdon, Burnham-on-Sea, Cwmaman, Dawlish, Earby, Fulwood, Lees, Maesteg, Mold, Newquay, Ogmere & Garw, Pontypool, Rothwell (Northants), Torpoint, Trawden, Warsop, Woodbridge.

Rural districts.—Axminster, Bideford, Bingham, Brecknock, Llantrisant & Llantwit Fardre, Lleyen, Northwich, Oakham, Peterborough, Plympton St. Mary, Romsey & Stockbridge, Salisbury & Wilton, Wareham & Purbeck, Wem, Winslow.

Other authorities.—River Hull Catchment Board, and West Midlands Joint Electricity Authority.

Staffs of 159 Companies Have Joined NALGO

ANOTHER 14 public utility companies are this month added to the list of 145 whose staffs have joined existing, or formed new, branches of the Association. They are:

ELECTRICITY.—South Somerset and District, and West Kent Electric companies.

GAS.—Aberystwyth, Exmouth, Pembroke, and Tawe Valley gas companies, and Bideford gas and coke, and Northampton gas light companies.

TRANSPORT.—Bristol tramways and carriage company, and South Lancashire and South Wales transport companies.

WATER.—Newcastle and Gateshead water companies.

DUAL PURPOSE.—Pontypool gas and water company.

Higher Pensions

IN reporting, in the January journal, the increases in local government pensions authorised in the Pensions (Increase) Bill, we said that an unmarried pensioner without dependant now getting a pension of between £305 and £350 p.a. would have his pension raised to £450. This, of course, was a slip, as comparison with the increases in other groups made clear. Under the Bill, the pensioner getting between £305 to £350 will have his pension increased to £350.

Association Acts to Enforce the Charter

OTHER matters dealt with by the Council on March 8 included:

Charter Adoptions.—Having given local authorities a year in which to adopt the charter voluntarily—as most have done—NALGO has decided to invoke the Conditions of Employment National Arbitration Order to bring the reluctant minority into line. Disputes under the order were accordingly declared with Dawlish and Northam urban district councils and Barnstable and Bideford rural district councils. Dawlish and Barnstable have now adopted the Charter without requiring NALGO to take them to the National Arbitration Tribunal.

Speedier Negotiations.—Serious concern was expressed at the length of time taken by the National Joint Council to reach decisions, and efforts are to be made to speed-up the machinery of negotiation.

The staff side of the Whitley Council has been asked to consider:

Improvements in Charter scales for juniors; and allowances for officers required to use their own cars on official business.

Local Joint Committees.—"Model Rules for Branches" are to be amended to provide that such members on local joint committees shall be appointed to their branch executive committees, to strengthen the link between the two levels.

Joint Consultative Committee.—The Association of Superintendents of School Attendance Departments and the Electricity Supply Administrative Association have been admitted to membership of the Consultative Committee, bringing the number of organisations represented to 26.

Equal Pay.—A communication setting out the Association's policy is to be sent to the Minister of Health, with a request that he receive a deputation. The National Joint Council will be urged to recognise the principle of equal pay. The British district committee has been authorised to renew its association with the equal pay campaign committee in Scotland.

Institution Salaries.—The National Joint Councils are to be asked to revise the salary scales for nursing matrons in public assistance institutions and their assistants—some of whom are receiving lower salaries than subordinates are paid on the Rushcliffe scales.

Medical Laboratory Technicians.—A Joint Negotiating Committee has been set up to settle

pay and conditions for laboratory technicians. NALGO has four staff side seats.

London Weighting.—The Association will press for an increase in the present weighting for officers living in London.

NALGO—E.P.E.A. Agreement.—The E.P.E.A. is to be asked to confer on the dual membership agreement with a view to the elimination of difficulties experienced recently.

Presentation to H. G. Baker.—Mr. Baker, financial officer to the Association, retiring this month after 35 years' service—he is now the only pre-1914 officer on the staff of NALGO Headquarters—will receive a 150-guinea testimonial in appreciation of his invaluable contribution to the building up of the Association.

Health Conferences.—A. DENTON OGDEN will represent the Association at the Sanitary Inspectors' Conference in May and the Royal Sanitary Institute Health Congress in June.

Presentation.—GEO. McVAY, South Shields artist of the painting of Mermaid Street, Rye, reproduced on one of the Benevolent fund's Christmas cards, has presented the framed original to the Association to adorn "Knole Lodge" war memorial home, Bournemouth.

E. A. S. YOUNG, chairman of the Council, presided, and those present were:

E. L. Riley (vice-chairman), R. Adams, Miss M. Anderson, E. F. Bacon, W. A. N. Baker, F. Bainbridge, W. R. Beevers, G. T. Belton, L. Bevan, N. W. Bingham, H. Blizard, E. M. Bourne, A. Bowker, S. H. Brodie, J. Brown, P. H. Brown, A. Clark, F. C. Corbishley, E. R. Davies, Miss E. Dawson, W. O. Dodd, J. W. Edmonds, J. Y. Fawcett, A. S. Garnett, F. H. Harrod, P. H. Harrold, R. E. Heron, H. W. John, H. R. Jones, H. Joyce, G. Llewellyn, S. Lord, R. McGill, G. C. Martin, E. H. Mason, J. W. Moss, C. J. Newman, T. Nolan, A. E. Nortrop, A. E. Odell, A. Denton Ogden, J. Penny, J. Pepper, G. W. Phillips, A. Pinches, W. Pitt-Steele, J. H. Robinson, W. Rowlands, L. C. St. Leger Yeend, R. T. Shears, W. Strocher, L. H. Taylor, J. H. Tyrrell, W. E. Veasey.

Provident Society Progress

MORE than twice the number of new applications for membership of the NALGO Provident Society was accepted during January and February than in the same period last year, and this progress continued last month. Branch local correspondents are always ready to explain to members the Society's valuable schemes for insurance against illness.

READERS' FORUM

What Can We Do to Increase Output and Efficiency?

This month's prize of 10s. 6d. for the best letter goes to "Chief Officer" for a constructive proposal to meet the nation's most urgent need today—higher output and the most efficient use of manpower.

"SQUARE DEAL" raised many issues in his letter in the January journal. I agree heartily with his objective, but I do not agree with strikes in a period of national emergency. The next five years will be vital in our history, and we L.G.O.s should put our backs into work and "produce" more.

I am not complacent on salaries; I fought for them until I was knocked off the executive committee when I first became a chief officer, and I consider the "war bonus deal" a piece of dishonest dictatorship on the part of the employers' representatives which has created mistrust.

Now that the employers are competing for staff, we are in a position to hit them as they hit us. But we must be above the level of their thinking and not take a similar low action. The country needs all we can give. Let us devise methods worthy of our dignity to get justice for our colleagues, but let our moves be within the moral framework of our cause. By all means go to arbitration and use publicity and public relations as far as our energy and pockets permit, for it is hard to believe that the local authority associations are aware of our side of the case. Surely it is not beyond the ability of our members to devise a better method of securing justice.

I agree also that our patchwork public relations policy needs pep at all levels. I do feel, however, that L.G.O.s do not contribute as much as they could to better local government administration, and so assist the paramount problem of today—the most efficient method of using manpower. Why not a standing NALGO research organisation, linked with a research committee in every branch, with financial and other aid for research workers? There are too many dead end jobs in local government. Many of the holders of these jobs possess brains, experience, and ability, as their war and national service records proved. Yet local government wastes their abilities. Let NALGO create the opportunity, through research, for those abilities to be used. Have we got a Stakhanov in our midst? Those who have served several authorities know the appalling inefficiencies as well as particular efficiencies in various departments, and yet how difficult it is to get a new idea appreciated let alone tried, especially in another department from one's own.

Mention in LOCAL GOVERNMENT SERVICE each month of "manpower savers" would be a start. So here, Mr. Editor, is a challenge to you, your readers, and the N.E.C. Give it a trial, and prove that this journal is a necessity, not just a "light programme" item. The country's need is urgent.

CHIEF OFFICER.

For ourselves, we welcome the challenge—and pass it on to readers. To encourage them we offer a prize of 10s. 6d. for the best suggestion for saving manpower or increasing efficiency received each month, and five shillings for every suggestion published. We also invite constructive suggestions for improving the Association's public relations policy and for "securing justice" for members.

Smaller Staffs—Higher Pay

WHAT should be the response of the local government service to the position revealed in the Government's Economic Survey?

I suggest that we should aim at reducing the number of local government officers as a whole, thus freeing sorely-needed manpower for more directly productive occupations, and simultane-

ously getting higher wages and better conditions for those left doing the extra duties. With the increasing amount of delegated legislation, reduction in numbers is impossible without a great increase in efficiency or "output" of each individual, and this increased efficiency will never come through exhortation, but only through the direct incentive of monetary reward.

The disproportionate number of General Division posts must be reviewed, the iron curtains between the lower-paid officer and his better-paid colleague must be broken down, and the present anomalous position of the lower-paid officer who has the qualifications and no acknowledgement thereof, and his colleague in reverse must also go. The state of affairs under which an officer must reach the age of 30 before becoming eligible for maximum remuneration is antediluvian. Fourteen years is an excessively long apprenticeship for the performance of "duties in accordance with well-defined instructions and regulations."

GEOFFREY R. HODGSON.

30, Norman Grove,
Kirkstall, Leeds, 5.

More Output—or Longer Hours

IN saying that "the main need of all of us these days is more money," "Square Deal" gives voice to the fallacy from which most people are suffering. We do not, or will not, realise that what is wanted from all of us is more work.

The financial and raw material strength of the

Letters for the May journal must reach the Editor, 24, Abingdon Street, London, S.W.1., by April 15. Will correspondents please keep them short? Once again this month we have had to exclude many letters and drastically to condense those published.

country permit of no alternative. Suggestions that the Government wants the civil and local government services to cut their staffs by ten per cent indicate how serious is the position—and the next step may be longer hours. The only alternative is greater output per man hour, and I say, having had experience of several local authorities and having duties that take me to all kinds of places, that this is possible to an appreciable extent.

"AITCH."

"SQUARE DEAL" REPLIES

Strike Weapon Vital to Negotiation

THOSE who criticised me for advocating a demand for a 50 per cent bonus, backed by the threat to strike, fall into two classes—those who do not want more pay; and those opposed to a strike.

The ideals of the first group are admirable, but impracticable. I cannot foresee a fall in prices to 1939 levels, or even to within 15 or 20 per cent of them, but 15 to 20 per cent on 1939 wages is all that the £60 bonus means to many of us. My feelings are evidently shared by the staff side of the National Whitley Council, which is now pressing for an increase in the bonus. Do the idealists seriously suggest that those claims should be abandoned? The second class pins its faith to negotiation, but since our employers can give or withhold improvements in pay and conditions, we should be able to give or withhold our services. Unless we are prepared to strike, they will be able, in the last eventuality, to dictate their own terms and know that we shall abide by them. My faith in negotiation is not strengthened by the fact that our staff side representatives are at present so weakly supported that they are unable to press for increased bonus and increased London weighting at the same time.

"SQUARE DEAL."

NALGO "Missing the Boat"?

UNLESS NALGO consistently fights for better salaries, many of us are doomed to straitened circumstances for life. Employers do not generally respond to appeals, and it is the realists who have had heavy pay increases recently. But already "freezing" is on the way, and we may soon have missed the boat. Professor Joad said a few years ago that the incomes of black-coated workers started to fall in 1914, and

the process continues. Typists are leaving civil service because other employers are offering them twice as much. An engineer tells me his labourers get from £5 to £7 a week. And, at the phenomenal wages of dock labourers!

Unless we can secure an improvement, we shall be in the lower income groups—euphemism for poor. The present purchasing power of my income (including bonus) of £420 is equivalent to about £210, my salary in 1939, which I thought low at the time, although I had plenty of salary ladder to climb.

"HARD UP AND STILL DISGUSTED."

OUR RIGHTS AND DUTIES

"Don't Decry the Clerks"

IT is, perhaps, inevitable that, in the struggle for rights, obligations will be temporarily overlooked, and Mr. Hutchinson's article in the February journal reminding us of them is timely, although some of us may question whether it has been directed to the proper quarter. It is pity that he has repeated so many worn-fallacies and shibboleths.

To ensure a return to prosperity, each section of the community must pull its weight, recognising the worth of and need for the other. Mr. Hutchinson's disparaging remarks about clerical workers do more harm than good. Surely we may admit the skill of one occupation without decrying another? The legend that clerical labour is unskilled dies hard. In an emergency the clerk has shown himself very adaptable, as if Mr. Hutchinson doubts this, let him and colleagues find out what they accomplish in the way of, for example, house decoration. It is doubtful if the bricklayer, skilled as he is in his job, would make much of a hand at even such routine clerical work as ledger posting.

Does Mr. Hutchinson really believe that only a few technical and professional workers do honest day's work and that the rest are mere clockwatchers? If so, it is a sad comment on the state of affairs in the Surrey County branch and hardly reflects to the credit of the "relatively small proportion of high-grade technical and professional officers."

Whilst few will cavil at the strict enforcement of probation and proficiency bars, are work parties likely to enhance efficiency? Should technical and professional officers be capable of running their own departments? Co-operate with the staff certainly, but is the elaborate machinery of working parties necessary? Moreover, have we such a low opinion of the honesty of the average officer to suggest that, with the stick behind or the carrot in front, he will fail in his duty to the public?

It is a pleasure to come to Mr. Hutchinson's conclusions, but has not NALGO been pursuing this policy for years?

P.L.A. Upper Division J. W. EDMONDS
Staff Branch.

Not Such "Soft" Jobs

WE disagree with Mr. Hutchinson's suggestion that the general and clerical grades be physically soft, warm and dry jobs. Would call rent collecting "soft and dry"—especially during the past few weeks?

Whilst people with qualifications decide policies those without qualifications do the work. We all employees of local authorities to be qualified, we should get plenty of theory about how work should be done, but little practical work and salaries would be so great, compared with work performed, that the ratepayers would be unable to afford it.

"THREE PHYSICALLY SOFT G.D.s."

"Promote on Merit"

MR. HUTCHINSON asks whether there is any economic justification for pressing differences in the pay and conditions of skilled manual workers and unskilled clerical workers. In fact, there is little difference in pay. As conditions, the clerical worker has a fairly comfortable office but negligible amenities, while the manual worker has inferior working conditions but many amenities provided by his employer.

The key to the defects in local government offices so ably described in the article is, I suggest, the insistence on qualified instead of skilled clerical workers. Many engaged on routine

erical jobs are skilled, but have no opportunity qualify. With better organisation, many skilled jobs would disappear. A bricklayer is not made a foreman because he knows how many houses there are to the bare mile in New York, but because he knows how best to build a house and to organise his men. The criterion of a man's fitness for promotion should not be his ability to cram for and pass examinations, but his ability to carry out the duties of the higher post. NALGO must scrap its examination system and advocate promotion on merit. Then reduction of staff will be feasible.

T. W. BUXTON.

1937 Act a Cause of Slackness?

THE desire to do less work for more pay appears to have existed for a long time in service. The saying "You won't get sacked if you work for the corporation," has a foundation of truth, and I believe that the reason is to be found in the 1937 Superannuation Act. Under the Act, an officer leaving the Service voluntarily receives a refund of all his superannuation contributions, but one who is dismissed other than for inefficiency or misconduct gets three per cent compound interest as well. The inevitable result is that a man wishing to save does everything in his power to incur dismissal, whilst his employers delay sacking him in the hope that he will give notice. This encourages others, who know that they would have to go to great extremes to be dismissed, to be little whether they do a fair day's work or not.

"STRETFORDIAN."

SHOULD NALGO BE DISSOLVED?

"No Fundamental Unity"

I AM slowly becoming convinced that there is "no such animal" as the local government officer. There are many thousands of persons employed by local authorities. But most are chance bedfellows rather than eager partners. A man may be a sanitary inspector or a surveyor, a clerk or a collector, and as such, his interests and duties lie closest to those of his own kind. What community of interest can there be between the salesman of gas appliances, the director of public cleansing, and the weights and measures clerk? Each in his own sphere has his separate duties and objectives. Each owes different loyalties, and each is independent of the other. The town hall typist has more in common with her sister in an export house than with the municipal midwife.

It may be said that each is giving (or selling) his services to the public. But cannot the same be said for the grocer, the miner, the journalist?

It follows, therefore, that NALGO is based on a misconception. The interests of the routine ledger clerk are often directly opposed to those of his departmental chief. Yet, NALGO attempts to cater for both parties—the clerk, whose primary interest is to earn a decent wage, and his chief, who has constantly to cock one ear to the debate on estimates in the council chamber. Herein, I suggest, lies the secret of NALGO's miserable failure in the country-wide misinterpretations of the Charter.

It is normal, expected development that the leaders of NALGO are also the senior officials of our local authorities. Long service, both with the Association and the employers, have made them familiar, at least by name. And in NALGO as in the local authority, long service adds a useful weight in the tug-of-war for advancement.

Whilst the motives of our leaders are, no doubt, spotlessly pure, I consider it impossible for them to serve two masters. No senior official who is closely concerned with the forming of policy, and who is expected to keep down expenses, should be asked to argue or adjudicate a case which, in his official capacity, he may be called upon to reject.

There is only one conclusion to be drawn from these reflections. NALGO is not, and never can be, a real trade union under its present constitution. Nor can it ever achieve the same status and weight as the more select professional and technical organisations.

It is, therefore, all the more regrettable, that NALGO, in its insistence on bulk, should be seeking to enrol employees of public utility undertakings, and misleading them into the belief that it can perform for them functions that would be far better in the hands of other bodies.

I throw out three suggestions for discussion:

1. That NALGO be dissolved and its members seek admittance to one of the many organisations or trades unions that are available;
2. That NALGO drop all its attempts to be a negotiating body, and concentrate its energies on the provision and improvement of its ancillaries; or
3. That active participation in NALGO affairs be confined to persons within severely restricted limits of the N.J.C. scales, allowing present members to retain membership of the ancillaries.

Other alternatives may suggest themselves to readers. But the basic fact remains that NALGO, as we know it, will have to go. It remains to be seen whether a recognisable reincarnation will arise from its ashes.

Will the reforms be led by a far-seeing and self-sacrificing N.E.C., or will they be imposed by "force majeure" from the rank and file?

Manchester.

HUGH M. GREEN.

MORE CHARTER GROUSES

Irrational Grading

GRADES are too narrow and increments too small. Pre-war, my own salary carried £25 a year increments, and this should now be £35 or £40 to be of any importance. Instead, it has fallen to £15—about 6s. a week.

Some authorities grade a senior assistant at £530—the figure recommended by the professional bodies—some at £460, and others at £420. It is high time that all societies, professional and trade union, put their heads together and put the benefit of their members before insular pride.

NALGO should organise advisory committees for each class of member, as the Association of Building Technicians has already done with success. Each type of member would then get more or less specialised consideration.

"ARCH."

Bricklaying for MY Son!

CONSIDERING whether to put my son into local government service or the building trade, I prepared tables showing his annual income between the ages of 15 and 30—the crucial period of life—(a) under the Charter (including bonus) and (b) as a building trade apprentice and later artisan under the authority for which I work. They showed that, by the time he was 30, he would have received a total of £3,617 4s. as a local government officer, and of £3,325 11s.—£208 7s. more—as a building trade artisan. And this with the much-vaunted Charter demanding, for local government, education to school certificate standard, two special assessments at 21 and 26, codes of conduct, and so forth!

Then my eye caught a paragraph in the paper giving details of an application of the building trades for an increase of wages. I calculated that, if these were conceded, the difference at 30 would be £793 9s. 4d., in favour of the building trade artisan—and that the local government officer remaining in the General Division would not overtake him unless he worked to the age of 92!

That did it: the lad is going to be a bricklayer!

And what's all this ballyhoo about raising the status of the local government officer? Compared with industry in general, our status since the war has been immeasurably lowered.

At a recent district committee meeting I formed the impression, rightly or wrongly, that the soft pedal was being applied on the question of increasing the war bonus. The rank and file are sore about the ridiculous inadequacy of the present bonus and expect their negotiating body to move quickly with all the resources at its command to secure a substantial and immediate upgrading.

Norwich.

J. E. ROSE.

Institution Officers' Plight

AT some hospitals—some with 700 or more beds—the whole of the clerical staff except the steward and his deputy have been graded in the General Division, and advertisements are appearing for administrative and clerical staff vacancies at institutions and hospitals obviously not in accordance with the Charter.

While apathy on the part of these officers is undoubtedly a contributory factor, NALGO often seems to "come unstuck" when negotiating service conditions for them, both at branch and national levels.

I suggest that all members employed at these establishments should take a more active part

in branch and Association activities, enlist all grades of officers into membership, and insist on putting forward their point of view by sheer weight of numbers if necessary.

A. K. HADFIELD,

Black Notley Hospital,
Near Braintree, Essex.

Plums Go to Higher Grades

YOUR correspondent who claims that the benefits of the National Charter are enjoyed only by those in the clerical division should transfer to a Scottish local authority. In my authority, the benefits are already being reaped by the administrative staff, while the clerks are to languish in poverty for the next two years before feeling the benefit of a truly magnanimous Charter.

The clerical divisions have themselves to blame, since they allow the best positions in branch executive committees to be held by men in higher grades.

A miner selects another miner to represent him, not a mine manager. Scottish clerks seem to enjoy putting their chiefs in the best positions in their unions and letting them pick the plums of NALGO's efforts.

"AMAZED."

Give the Secretary a Break!

WHY should not secretaries get the same length of holidays as their chief officers, who can often blend a little pleasure with their business, whilst the underpaid secretary is compelled to work longer with less relaxation?

"E.C.M.P."

Higher Scales for Juniors

THERE is a strong case for higher scales for juniors. Compare our General Division with the Metropolitan Water Board's £100 at 16 to £150 at 20; the banks' £135 at 17 to £475 at 32; and the L.C.C.'s £149 10s. at 16½ to £468 at 34.

This branch has recently asked the N.E.C. to press immediately for a revision of the general division to provide a basic £350 at 30, with proportionate increases for those under 30, and a fixed increase in the weighting within the administrative county of London for all over 21, irrespective of grading or sex.

It is to be hoped that there will be no delay in presenting these moderate demands to the National Whitley Council.

CYRIL D. TURBAYNE,
Branch Secretary.

St. Marylebone.

TRAVELLING ALLOWANCES

Does Nail-Paring Pay?

HAVING been on a number of "short lists," I should like to draw attention to a few petty tricks which some officers try to play on candidates for appointment.

One clerk in the treasurer's department disallowed a charge of 6s. for dinner because the meeting of the committee was taking place in the evening and candidates could not get dinner. I got the money—but only after an angry argument in which I pointed out that I might have to tip the hotel porter 6s. to get me sandwiches, might take my refreshment in liquid form, or might regard the money as compensation for missing a meal.

Another asked to see my rail ticket and told me that I should have left home at 7 a.m., rising at 5 a.m., to avoid an overnight stay.

A third disallowed the five or six shillings surcharge for travel north on the Silver Jubilee (the only good train). I answered him by charging 7s. for taxis in London, plus bed and breakfast, when in fact I returned by sleeper.

Recently I heard of an authority which arranged meals and accommodation for candidates, and allowed only the actual cost instead of the Charter rates.

Sometimes, this petty trickery is traceable to a chief officer, but more often it is the work of a junior clerk who has been given a little authority.

The Charter allowances are just, but not generous, allowing one to "break even," which is all that a reasonable man wants. There are many little extras on a long journey which must be defrayed out of gross "takings." The little Jacks-in-office that I have met do no good to themselves or their employers, and are just as often twisted as the rest. I hope that some may see this letter—and think about it.

HARD CASH.

NALGO RUN BY CHIEF OFFICERS ? "Must Break Their Stranglehold"

UNLESS NALGO breaks the stranglehold of the chief officer it will succumb to accelerating disruption. At present all its key positions are held by the senior officers.

The roles of chief officer and high NALGO representative are mutually exclusive, and when they conflict NALGO invariably and inevitably takes second place. I would like to see them outside the organisation altogether. Alternatively, we might elect an N.E.C. on the basis of the proportion of members in the various grades, each grade or class of grades electing its own members.

Gas Department, T. FERNLEY.
Manchester.

THE WARRIOR'S RETURN Door Open—to the Enterprising

I FEEL that many ex-Service members are adopting a defeatist and non-constructive attitude.

As I see it, the war is now, in relation to our present employment and employers, a thing of the past, obscured by more pressing everyday administrative problems. Officers fortunate enough to have qualified and remained in local government, whilst others were serving in the Forces, have ensconced themselves in responsible positions which are now unassailable. It is no use being disgruntled about this and expecting a ready-made job to fall into one's hands. That will not happen whilst human nature remains what it is. On the other hand, I suggest that the returned ex-Service member will have acquired a greater versatility and breadth of viewpoint than his stay-at-home brother, which will stand him in good stead for the future.

But he must be prepared to help himself. Most local authorities, I am sure, are prepared to allow suitable applicants to embark on full-time courses suitable to their calling. I asked for, and obtained, leave of absence without pay for nine months, to complete my interrupted training. I also obtained, a Government grant under the Further Education and Training Scheme which, although not a great deal, makes life a little more bearable, and arrives at the beginning of each month. I was in the R.A.F.V.R. in September 1939, served throughout as a pilot until released last March, and married during the Battle of Britain. Are those who write decrying conditions and salaries sure that they are doing all they can about it, or are they going to remain disillusioned?

The war years must be written off, in most cases, as a bad debt in the local government officer's career, and we must face the fact sooner or later. I spend all day on my course and arrive home with more work to do in the evening. I do not do it because I like it, but because it is the shortest means to an end.

On the assumption that "The Lord helps those who help themselves," I maintain that the self-called "plight" of many of these ex-warriors is purely a state of mind, which they will in due course realise is remediable only by themselves. "IGNORANTIA JURIS."

L.C.C. SALARY CLAIM

Not Inflated for Bargaining

IN your February number, "Abingdon" referred to the L.C.C. Staff Association's claim for increased remuneration with the statement that the Staff Association had "pitched its claim high."

This may be taken to infer that the Association's claim was inflated for bargaining purposes, and I should like to make it clear that that was not the case. The Staff Association has never submitted exaggerated claims on behalf of its members. The claims put forward were fair and reasonable; they were based on the fact that, in the main, the rates of pay in the council's service had not been revised since 1930, that the cost of living additions paid to the staff were inadequate, and that the salaries and wages paid by the council were insufficient to attract and retain staff of the necessary quality and in the necessary quantity to maintain the council's services to the people of London.

Although the Staff Association was convinced of the justice of its claim, it conceded nearly 25 per cent. of its demands in exchange for concessions relating to "carryover" and the elimination of the dual scales existing since 1930.

A suggestion of the kind made by your contributor may prove harmful not only to the reputation of the L.C.C. Staff Association but to the case at

present being negotiated by the staff side of the National Whitley Council.

County Hall, S.E.1. P. J. BACON,
Secretary, L.C.C. Staff Association.

TEMPORARIES' CLAIM London "Weighting"

THERE is no doubt that, now the Charter is in operation, NALGO does not wish to be trammelled with "temporaries." During the war it was simply a matter of: "It is your money we want." Now we can go to blazes.

The idea appears to be that, after October, the matter will settle itself. Why should the London permanent staff be considered suddenly to have become superior, by £20-£30 "weighting," to the temporaries who work beside them?



Temporaries in the London area are entitled to an increase of £20-£30 retrospective to April last if such a grant can be substantiated for "permanents."

Croydon.

P. DAVIES.

SCOTS' "TRIAL CONFERENCE" Recruiting More "Bletherers"?

IF the Scottish District Committee is in earnest in seeking, by means of its "trial conference," to raise the standard and remove the paucity of Scotland's contribution to the Association's annual palaver, it should diagnose the disease before prescribing treatment.

You, Sir, have had your own experience of disturbing the mutual admiration society mentality of folk who blether about "Conference." Yet, the truth is, the members of NALGO who attend the annual gathering do not meet to confer. They, apparently, meet to count the number of cock robins who preen their feathers as they strut up to the microphone and who leave the microphone under the vain delusion that they have made a notable contribution to the "discussion."

At the 1925 Conference, at Southport, Scotland succeeded in carrying resolutions based on bed-rock principles. But, with one exception, the then leaders of Scotland were dumb. They have been dumb ever since. Since 1925, Scotland has been bankrupt of courageous leaders. The remedy does not lie in "trial" conferences. It lies in the branches so to organise their life that discussion groups can meet to thrash out the pros and cons of propositions relating to NALGO's administration. Meantime, it is obvious that this gramophone record notion overlooks the pitiful results of rote learning and the painful experience of recitations that are spoiled when the needle gets stuck in a groove!

Auchenshuggle. JOHN A. FRASER.

PAY BRANCH SECRETARIES! "Higher Subscriptions—But Worth It"

NALGO's weakness is its local administration. That being so, an imposing Headquarters, enthusiastic and capable district officers, and a charter to dangle before prospective members

are useless. I have been a one hundred per cent. Nalgote for 16 years, and a member of the local executive committee for eight, and I consider our most pressing need to be the appointment of full-time secretaries in all large towns and in suitable combinations of smaller towns.

When a member has a grievance, he wants someone to whom he can state his case in confidence, and will naturally be reluctant to submit it to a full meeting of some 30 members of a local executive committee who usually meet only once a month. However helpful or hard-working a local executive committee may be, it is too out of touch with the individual members. Moreover, local honorary secretaries cannot now cope with the volume of branch work.

If we had in most towns a centrally-placed local office, members could call and air their views at any time before a sympathetic officer who, free from risk of victimisation, could take a firm attitude with a local authority than a member of its staff, and who could keep Headquarters posted with local affairs.

I understand that the N.E.C. favours the employment of local paid secretaries, and would be prepared to make a grant towards their expenses. If so, cannot an experiment be made for a trial period in two such towns as Blackpool and Wolverhampton? The need is urgent, and a solution vital to NALGO.

The blame for this weakness in administration must not be laid wholly against the N.E.C. or Headquarters. The member is partly to blame because he is opposed to an increase in subscriptions.

We cannot have results without funds, but I say that double subscriptions would be cheap for the all-round benefits that would result.

Wigan.

V. L. CULSHAW.

TRAINING THE ADMINISTRATOR Open Discussion of Syllabus

I AGREE with your correspondent who urges that the primary subject of examination should be administration. There is sufficient detail in the Acts and Regulations we have to decipher and put into effect to establish a factuality.

I make a plea that consideration of any syllabus be given full publicity and exposure to criticism before a decision is taken by the N.E.C. There would be no references to the "Black Charter" in your columns today had not discussions been held in secret session and the results handed to us with the "take it or leave it" gesture of an assembly with a constitution more robust than any convocation of Scottish ecclesiastics.

JOHN R. PARKINSON.

West Glamorgan Divisional
Education Office,
149, St. Helen's Road, Swansea.

ENDING NURSING SHORTAGE An Opportunity Lost

THERE will always be a shortage of nurses whilst those interested in the well-being of the future generation are deterred from obtaining further knowledge to impart to the nurses the hope to recruit and train.

I applied for a passage to the United States to attend the International Congress of Nurses at Atlantic City in May, but was told that passages were available to only 49 out of 212 applicants.

I have looked forward to this international gathering since the last one, held in London in 1937, and had saved the cost of about £250. I am not the only one disgusted that, of the 2,000 passages in a liner, only 49 could be spared for nurses.

F. JONES (Miss).

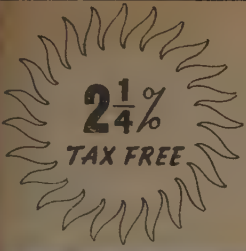
The Isolation Hospital, Altrincham.

PROMOTION FOR GIRLS "Older Women Passed Over"

IT is time that NALGO realised that women over 30, with many years' experience in the service, are being passed over and placed in the General Division while young girls, with only a few years' experience and no examination qualifications, not even school certificate, are being appointed to the clerical grade on a salary of £252, while the older woman must wait two years before receiving the £240 maximum. Was this the intention of the National Joint Council?

What incentive is there for the experienced woman to stay in the Service? Will NALGO do anything to right this injustice?

FAIR PLAY.



SAVE WITH YOUR OWN SOCIETY!



In 1946 the sound, steady progress of the NALGO Building Society was greatly accelerated. Now, in 1947, an increased rate of interest — $2\frac{1}{4}\%$ tax free — puts it right in the front rank of investment facilities. **SAVE WITH YOUR OWN SOCIETY** and share in the prosperity that NALGO members and their friends have created for themselves.

Full particulars from :—

NALGO BUILDING SOCIETY,
24, ABINGDON STREET, S.W.1

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BUILDING SOCIETY

“IGNORANCE IS BLISS”

but not with regard to Life Assurance

Do you know that you can, for a small annual or monthly payment, leave your wife adequately provided for if you die suddenly?

The Nalگو “Family Income” Policy has been especially devised to meet the needs of all L.G.O.’s.

Benefits to your wife are as follows:

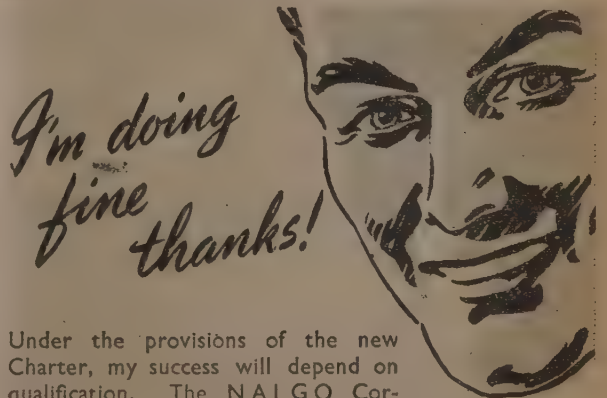
- (a) £200 on your death;
- (b) £3 a week up to a maximum of 20 years;
- (c) £800 when weekly payments cease;

OR

If you survive the first 20 years,

£1,000 at a specified age or at death.

Ask your Local Correspondent for full details, or write for fuller information direct, (stating age) to **NALGO** (Insurance Dept), 24, Abingdon St., Westminster, S.W.1.



Under the provisions of the new Charter, my success will depend on qualification. The NALGO Correspondence Institute improves my chances of promotion by providing first-class tuition at low fees for local government examinations.

Working under an expert tutorial staff with intimate experience of the practical problems arising in each course, we students of NALGO’s own institute are in a first-rate position to grasp the opportunities which now present themselves.

Write now to the General Secretary :—

NALGO CORRESPONDENCE
INSTITUTE
24 ABINGDON STREET, S.W.1.

Scots' 'Trial Conference' Rejects T.U.C. Affiliation

THOUGH Jack Frost was an unwelcome delegate at Scotland's first "trial conference" in Perth's (Polar?) Pavilion on February 22, he was unable to prevent a record turn-out "frae a' the airts," including the Norseman who left John o' Groat on Friday and didn't get back until Tuesday.

After a civic welcome by BAILIE SHAW, deputising for the Lord Provost of Perth, the delegates got down to business quickly. After approving Edinburgh's motion, succinctly put by branch public relations officer DEAS, to instruct the National Executive Council to secure for the staff statutory rights of consultation by the Government before the issue of regulations governing conditions for local government officers, they "went to town" on Glasgow's motion for affiliation to the T.U.C. The "Fors" were led by NEIL McLEAN of Glasgow, a veteran in this struggle, who derided as nonsense the argument that the T.U.C. tag had political significance. The value of affiliation, he argued, lay in the prospect of increased representation on the staff side of the Joint Industrial Council, the breaking down of other unions' hostility to local joint committees, and greater strength through unity with the other unions.

J. M. SCOTT, Dundee, a self-declared veteran in the fight for socialism, led the "Antis." Claiming that NALGO could not be non-party and remain inside the T.U.C., which stood for the liquidation of capitalism, he warned Conference that a decision in favour would split the Association. Many other speakers followed in a debate which showed that those outside Glasgow were not so impressed by the prospect of affiliation, and the motion was rejected by 78 votes to 30.

To show that there was no ill feeling, Conference proceeded to commend to the N.E.C. Glasgow's application to affiliate to the local Trades and Labour Council.

A motion to urge the Government to increase the total amount of grants to local authorities and to allocate grants on the basis of needs, was raised by A. M. R. LANE, Glasgow. Pointing out that the present rating system was hopelessly outmoded, he claimed that NALGO had a vital interest in improving it and thus ensuring that local authorities had no good argument against paying the same salaries as banks and insurance companies. Also approved were:

Lanarkshire's plea, reminiscent of the "Meiklejohn" case, that the Association should give financial assistance to officers suspended without pay and whose cases it is backing;

Edinburgh's motion to bring the cost-of-living index into line with the actual increase in prices and away from "phony" 1914 standards; and

The Finance and General Purposes Committee's request to the staff side of the National Joint Council and the Joint Industrial Council to review the salary scale for juniors to secure sex equality.

Joint Industrial Council

THE appeals committee met on December 20, 1946; the executive committee on January 15, 1947; the full council on January 24; and both executive committee and council on March 12.

Grouping of Authorities

AFTER representations against the present grouping scheme from the staff side and from some local authorities, the council decided, on the initiative of the employers, to seek the views of local authorities generally. A circular was sent to all authorities asking them:

(a) Whether they considered the present grouping, with different scales for each group, should be continued, or whether uniform scales for all authorities should be adopted; and

(b) Whether, if they considered that grouping should be continued, they wished any alteration of the group in which they had been placed.

A summary of replies should be available by the time this is read.

Grading of Professional Staffs

AFTER consideration of general proposals by the staff side on grading procedure, it was agreed that the staff side should submit definite proposals on the classes of officers and salary scales which it wished to be considered. The proposals in respect of sanitary inspectors,

inspectors of weights and measures, public library staffs, and technical officers were submitted on March 12, and the remainder will be forwarded to the Council shortly.

Chief Officers' Salaries

AFTER consideration of the staff side's case that the J.I.C. should legislate for the salaries and conditions of service of officers with salaries over £700, the executive committee recommended that, in general, negotiations should be dealt with through the J.I.C., and that when the salaries of any particular classes of officers were under consideration, representatives of those classes should be co-opted to the appropriate committee. The full council referred back this recommendation on January 24, and it was to be reconsidered at the March meeting.

Miscellaneous Division

THE Council had failed to agree on the scales of salaries and classes of officers to be included within this division, the staff side having rejected the employers' offer of a flat rate for all three groups, exclusive of bonus. The position was again reviewed on March 12, and branch secretaries will have been informed of the result by the time this is published.

Temporary Staffs

CONSIDERATION of the staff side representations on regulations for the employment of temporary staffs has been left for local adjustment, the employers feeling that this is a diminishing problem, but the position is to be reviewed after June.

New Grade VA

AFTER consideration of the replies from branches, the numbers and types of officers involved, and the scales issued so far, the staff side agreed to accept the employers' suggestion for the insertion in the A.P.T. Division of a new grade, VA, of £490 rising by £20 to £550.

Charter Adoptions

BY the middle of March, the charter had been adopted by 21 out of 36 county councils, four out of four counties of cities, and 51 out of 192 burghs, as follows:

Counties.—Aberdeen, Angus, Ayr, Berwickshire, Bute, Caithness, Clackmannan, Dumbarton, East Lothian, Inverness, Kirkcudbright, Kincardine, Morayshire, Nairn, Moray and Nairn, Peebles, Renfrew, Roxburgh, Selkirk, Sutherland, and West Lothian.

Counties of Cities.—Aberdeen, Dundee, Edinburgh, and Glasgow.

Burghs.—Airdrie, Alloa, Arbroath, Ardrossan, Barrhead, Blairgowrie and Rattray, Buchhaven and Methil, Coatbridge, Cowdenbeath, Crief, Cumnock and Holmhead, Dalkeith, Dervel, Denny and Dunipace, Dunbar, Dunfermline, Elgin, Forfar, Forres, Fraserburgh, Galashiels, Galsoun, Hamilton, Hawick, Helensburgh, Inverness, Irvine, Kilmarnock, Kilsyth, Kingussie, Kirkcaldy, Kilmarnock, Leven, Loanhead, Lochgelly, Millport, Motherwell and Wishaw, Newmilns, Penicuik, Perth, Peterhead, Port Glasgow, Prestwick, Rosehearty, Rothsay, St. Andrews, Selkirk, Tayport, Tillicoultry, Troon, and Wick.

Of the 192 burghs, approximately 120 have populations of 5,000 or less, and many of these have no full-time officers.

Is every member aware of his right of appeal?

Library Staffs

THE employers have expressed doubt whether the Charter applies to the staffs of library committees. The staff has no doubt that it does. Some of these committees are pleading that the 3d. library rate will not permit them to pay the new salaries, and one librarian has declared that if his committee adopts the charter it will have barely enough left to buy two "Penguins." In this connection, however, the Secretary of State for Scotland, is prepared, after hearing recommendations by the Library Association and ourselves, to approve, in terms of Section 16 (1) of the Local Government (Scotland) Act, 1929, expenditure on public libraries in excess of the library rate.

Wheatley Nurses Salaries Committee

THE review of salaries is now complete, apart from the section about nursery nurses. A sub-committee, of which the district officer, as secretary of the nurses' panel, is a member, is now compiling the committee's fifth report, which will supersede previous reports and should be ready this month. The revelation that in this predominantly women's profession the rates for men student nurses are higher than those for

some qualified women nurses has caused quite a row, and the staff side is trying to abolish it anomaly before the report is published.

Health Services Staffs

THE National Joint Committee for Staffs of Health Services (Scotland) has issued recommendations in respect of pharmacists, radiographers, psychiatric social workers, almoners, thus completing the first stage of review, and a special sub-committee is reviewing the salaries and conditions of service for medical laboratory technologists.

Utility Company Staffs

STAFFS of the following gas companies have been welcomed to membership: NALG Armadale, Cardenden, Linlithgow, Lochgelly, Musselburgh, Saltcoats, Stevenston, Kilwinning, and W. Kilbride gas companies; Bo'ness, and Inverkeithing Gas Light Company; and Buchhaven and Leven Gas Commissioners.

The recruitment of the few remaining Scottish electricity companies proceeds steadily. Staff of the Grampian Electricity Supply Company are the most recent to join.

One More N.E.C. Member

MEMBERSHIP in Scotland on October 31 last was 11,346, an increase of 80 on the previous year, and entitles Scotland to fifth member on the N.E.C.

Summer School

THE MacIntosh Hall, in St. Andrews University, will house this year's summer school, during the week beginning August 1. Accommodation is limited to 80, and the employers' side of the J.I.C. will be co-operating in the organisation. The all-in-charge will be 13s. per head per day. Members are advised to book quickly. Further details next month.

Branch Magazines

WITH the entry of Wigtownshire into the field, with an excellent publication, we now have six regular magazines—"Forthright," Stirlingshire; "Civist," Glasgow; "Pointer," Hamilton; "Notes," Fife County; "Notes," Wigtownshire; and "Bulletin," Perth and Kinross County.

How about it, Scotland? There is no better way of keeping membership well informed.

Border Counties' Dinner to Overseas Guests

THE group of local government officers from Denmark, Sweden, Hungary, and Palestine, who, as is recorded on page 285, attended course on Scottish local government at Galashiels had an opportunity of learning about NALGO while some NALGO members heard of the activities of similar trade unions in Europe and Palestine, on February 6, when the Scottish Eastern Border Counties branch entertained the group to dinner.

Speakers after the meal included the Duke of Buccleuch, Lord Lieutenant and Convener of the County of Roxburgh, who paid tribute to NALGO members for their efficiency, ambition, purpose, and the high standard of their organisation; the EARL OF HADDINGTON, Convener of the County of Berwick, who commended the students' choice of so progressive a town for their course; PROVOSS GOODALL, of Galashiels, who commended NALGO's trade union work and its enterprise in public relations and education; N. D. BRUCE, branch president, who suggested that similar courses on local government might with advantage be arranged for ratepayers; A. J. IMHAR, branch vice-president, who suggested that British local government officers had much to learn from their colleagues overseas—particularly the Swedes, practice of closing municipal offices at four p.m. in the summer—and J. KYLE, branch secretary, who declared that nobody was more anxious to educate the citizen in municipal affairs than the local government officer.

Replying for the guests, O. KAJALA, director-in-chief of Lahti, Finland, spoke enthusiastically of Scottish hospitality, and A. BERGMAN, councillor of Jerusalem municipal corporation and senior district officer, said that it was hoped to establish local government in Palestine on the progressive lines of the Scottish system.

One up to country folk!

While Londoners went short of mains GAS, Rural Areas received usual supplies of the GAS that is Delivered by Road.

Over 1,000 Service and Supply Depots deliver 'Calor' Gas regularly to every village and hamlet in the British Isles. 'Calor' Gas—the portable gas in steel containers—has brought the comfort and convenience of gas to the remote countryside. The countryman's wife can now have a modern gas cooker; she can have a gas wash-boiler and enjoy her evenings by brilliant gas lights. Write for free leaflet C.G. 185.

'Calor' Gas itself is in free supply, but the demand for 'Calor' Gas Cookers and gas appliances is still greater than present supplies can meet. But your turn can come soon!

"CALOR" GAS

REGD.

1, GROVE HOUSE, KING'S CROSS, LONDON, W.C.1

JIM REMOVES CHAIRS



JIF REMOVES HAIRS

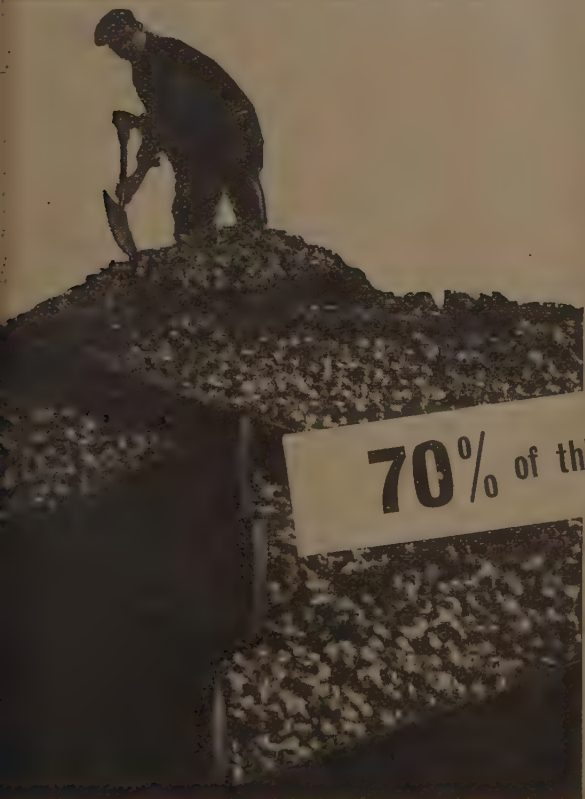


SHAVING STICK

A. & F. Pears Ltd.

vj 82/727

Wonderful stuff Jif—gets round your whiskers so that they simply can't resist the razor. Quick lathering, very economical, soothing to your skin—that's Jif.



70% of this coal will be wasted

Already barely adequate, nearly threequarters of this coal dump will nevertheless be wasted in the production of heat which will serve no useful purpose. The factory is uninsulated. Every year 770 tons of fuel must be used to make good the heat loss through the roof. In other words, 70 per cent. of the fuel used for maintaining working temperatures is wasted—unnecessarily.

Celotex cane-fibre insulation will put an end to this waste definitely and permanently. Installed as a lining to the roof or to the walls by means of Celotex Metal Fixing Systems, Celotex will quickly pay for itself in terms of lower capital expenditure on heating plant and lower fuel consumption. From every point of view it pays to install Celotex. Our technical department will gladly calculate data for your individual needs.

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Insulation

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Bonus Claim Before the National Joint Council this Month

STAFF side claims for a higher cost-of-living bonus and improvement of the Charter holiday scale were considered by the executive committee of the National Joint Council on March 18. The executive's report will come before the full council on April 16.

In support of the claim, the staff side argued that the cost-of-living was much higher than was shown in the out-of-date Ministry of Labour index and that the present bonus was inadequate in relation to the real increase in living costs, to the bonus being paid to other employees in local government and industry, and to the additions made to the salaries of civil servants and teachers when their scales were consolidated.

At its meeting on January 22, the National Joint Council approved the following scales and emoluments of superintendents and matrons of children's homes and of hospital stewards:

SUPERINTENDENTS

Beds	Salary	Emoluments
30-49	£190 × 15-£235	£100
50-59	£220 × 15-£265	£120
100-199	£260 × 15-£335	£120
200-299	£325 × 25-£400	£140
300-399	£400 × 25-£475	£140
400-599	£500 × 25-£600	£140

MATRONS

Beds	Salary	Emoluments
30-49	£170 × 15-£200	£100
50-99	£190 × 15-£220	£120
100-199	£215 × 15-£275	£120
200-299	£240 × 15-£315	£140
300-399	£290 × 15-£365	£140
400-599	£350 × 15-£425	£140

HOSPITAL STEWARDS

Beds	Salary	A.P.T. Grade	Emol.
Under 50	£180 × 15-£225	I.	£150
50-99	£210 × 15-£255	II.	£150
100-199	£270 × 15-£315	IV.	£150
200-299	£385 × 20/25-£450	VI.	£150
300-399	£425 × 25-£500	VIII.	£200

The National Council also approved the following interpretations and amendments of the Charter:

Annual Increments (Para. 23. b)—In future, increments in all Divisions above the General Division will be granted on the first pay day after March 31. The Charter prescribed that

Pass Books Wanted

The annual audit of pass books of the NALGO Building Society and the NALGO Provident Society began last month. "Investors in the Building Society and contributors to the various schemes of the Provident Society should hand their pass books to their local correspondent for bulk consignment or, if they prefer, send them direct to NALGO, 24, Abingdon Street, London, S.W.1, in accordance with the following programme, the order of which differs from that of last year:

Yorkshire, East Midland, West Midland and Eastern districts—at once, if not already audited.

South-Eastern, Southern, South-Western, South Wales and Scottish districts—between April 14 and May 24.

Metropolitan district—between May 26 and June 28.

North-Western and North Wales and North Eastern districts—between June 30 and August 2.

Please keep to the dates shown and help reduce the period of audit to a minimum.

increments should be granted on the first day of the pay period following April 1—with the result that officers paid monthly would not have received their increments until May 1. In the General Division, increments will continue to be payable on the first pay day after the officer's birthday.

Annual Leave (Para 11)—The rule under which a new entrant, although entitled to annual leave proportionate to his completed months of service in his year of entry, may not take any leave during the first six months, has been amended to obviate the hardship caused to those appointed between October 1 and March 31 and who, as a result of the six-months' wait, lose the leave to which they are entitled for the leave-year ending March 31. In future, such officers will be allowed to carry over any accrued leave to the next leave-year.

Appeals (Para 39)—To settle doubts which have been expressed on the interpretation of the appeal provision, the Council has ruled that Para. 39 entitled an officer to appeal in the first instance

to his employing authority and subsequently to the provincial council on any questions as to his rights under the Charter, including any question relating to his grading within the salary scales.

The following answers were given to questions on the Charter:

1. Should a temporary officer, appointed to a permanent post in the same authority, have to wait a possible 18 months for the first increment?—Yes.

2. Should an officer, appointed permanently to a post which he has held as a temporary for a considerable time, have to wait a possible 18 months for his first increment?—Yes, unless he is appointed in the General Division.

3. Can a permanent officer, such as a sanitary inspector, "carry" his service when appointed to another authority in a similar capacity?—Yes.

4. Should the "carry over" provisions of paragraph 41(c) of the Charter be applied to temporary staff becoming permanent at the same authority?—No.

5. Should the position on the grade at which an officer given a new appointment is placed be governed by paragraph 27(c) of the Charter, which states that an officer on promotion shall not be paid less than the minimum salary of the grade, provided that his initial salary is not less than his salary immediately before promotion?—Yes.

Memorial Fund Reaches £13,000—Branches Asked to Pay In Money Raised

A STRONG plea to branches to send to Headquarters all monies raised so far for the NALGO war memorial fund was made by the National Executive Council last month.

So far, only £13,000 has been received at Headquarters in response to the appeal for £40,000 made by the President last June to purchase "Knole Lodge," Bournemouth, as a war memorial convalescent home.

Many branches, it is known, are holding the funds they have already raised until they have accumulated a sum equal to their target of six shillings a member, and the N.E.C. is urging them not to do that, but to send the money in as it is collected, so that it may be earning interest to swell the total.

Below, we publish a list of contributions so far received from the districts. It is not complete, for the reason given above. For example, the North Western district total includes only three guineas from Liverpool branch. In fact, Liverpool had raised more than £900 by the middle of February, and was well on the way, last month, to top its one thousand guinea target. If this magnificent effort has been paralleled elsewhere, the true figure raised will be many times greater than £13,000. On the extent to which this has been done may depend the success of the appeal. Beginning next month, we hope to publish the names of branches reaching their targets.

Many branches are asking each member to subscribe the full amount of six shillings by instalments, collected weekly. Others are making donations according to a sliding scale, augmented by the proceeds of dances, whist drives, football pontoons, sales, draws, and other less usual but, more ingenious methods. The more business-like have set up memorial appeal sub-committees to co-ordinate effort, record progress, and explore the suggestions for raising money put forward by Headquarters in a circular to branches last year.

All are asked to renew their efforts, and to measure what they have given already against the six shillings per member required to launch "Knole Lodge" free of initial debt.

That that home is worthy of generosity and will pay high dividends in members' health and happiness is evident from a recent letter to Headquarters from W. MORRIS of Sheffield:

"I was recently seriously ill," he wrote, "but fortunate enough to be able to stay at 'Knole Lodge.' At first, like other new arrivals, I felt rather under the weather, and looked pale and peaked. But after three days or so, I began to take a less jaundiced view of life and felt refreshed and brighter. The reasons for the change include all that goes to make 'Knole Lodge' a beautiful, spacious home set in the genial warm atmosphere of

MEMBER GIVES LIFE TO SAVE WOMAN

GEORGE ERIC MITCHELL, borough engineer-surveyor at Merthyr Tydfil, and a member of the branch, gave his life in going to the aid of a woman who was being attacked by two men in London.

Mr. Mitchell was in London on business, while in Wilton Road, Victoria, on March 1, saw two men spring at Mrs. Eveline Arthur, owner of a dress agency, as she was about

ROLL OF HONOUR

Branches subscribing to the War Memorial fund will receive a free copy of the illuminated Roll of Honour—now being prepared by the Association—for commemorating those of their colleagues who served, or who died, in the war.

enter her shop. He ran to her aid and struggling with the men when he was shot in the stomach. He was taken to Westminster Hospital, but died a few days later.

Mr. Mitchell was appointed to Merthyr a year ago, after previous service at Stockton-on-Tees, Saltburn, Edmonton, Southgate, Cromer, and Wells, Somerset.

the South Coast, blessed with a sufficiency of appetising food, companionship of kind officers, and the services of a staff prepared to do all in their power to help one back to health.

"During my stay, the home was not I. But in the comfort of my armchair before blazing log fire, I could not help thinking of my colleagues, many in poor physical condition, receiving medical treatment or recovery from operations, who would have benefited considerably from such a break. I commend our memorial home to them."

Other members write:

"I must inform you how much I appreciate a happy time recently spent at the Association's wonderful war memorial home. My doctor is delighted with improvement in my health."—Haverfordwest.

"I was amazed at the quiet efficiency with which home was conducted, and the variety of beautifully cooked meals, particularly during these times of austerity."—Cardiff.

"My branch is going all out to raise funds for memorial and, now that it has a personal testimony, effort will surely succeed."—Stannmore.

"Meals were carefully prepared and punctually served. Dietetic requirements were scrupulously observed. Rooms were perfectly cleaned. There was an atmosphere of home comfort and rest. 'Knole Lodge' was indeed a happy thought."—State Register Nurse.

"My stay at the home, with its comfort, good food, and what, I think, counted most, its lack of restrictions, did even more than the doctor had expected."—Hastings.

"Everyone here is amazed at the improvement husband has made, and I am sure that this was due to no small measure to the way in which you made him feel at home."—Gosforth.

"I came a sick man. I go back restored to health."—Croydon.

A summary by district of contributions to the fund received at Headquarters by Saturday, March 15, shows:

<i>District and Amount</i>	<i>Branches contributing</i>	<i>Branches not yet contributing</i>	
Eastern—£580 ..	30*	24	
E. Midland—£482 ..	36	34	
Metropolitan—£3,479 ..	87*	32	
N. Eastern—£1,067 ..	28*	31	
N. Western and North Wales—£1,475 ..	68	71	
Scottish—£277 ..	18	35	
S. Eastern—£1,281 ..	50	25	
Southern—£935 ..	28	30	
South Wales—£934 ..	22	35	
S. Western—£799 ..	28	27	
W. Midland—£838 ..	29	49	
Yorkshire—£1,143 ..	36	45	
<i>Totals</i>	<i>£13,290</i>	<i>460</i>	<i>438</i>

* Includes district committees' contributions.

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Application should be made by letter, endorsed "Valuation Assistant," and must reach the undersigned not later than Wednesday, the 23rd April, 1947. Applicants must state age, qualifications, experience, present and previous appointments, etc., and should submit copies of not more than three recent testimonials.

The Council are unable to assist the successful applicant in the provision of housing accommodation.

Canvassing will be deemed to disqualify a candidate. Travelling expenses of candidates selected for interview will be paid in accordance with the National Joint Council's scale of allowances.

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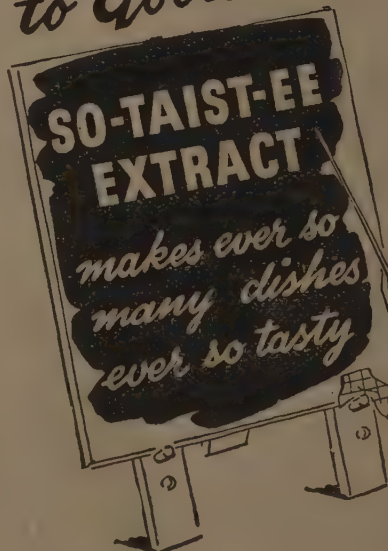
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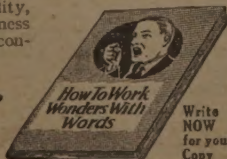
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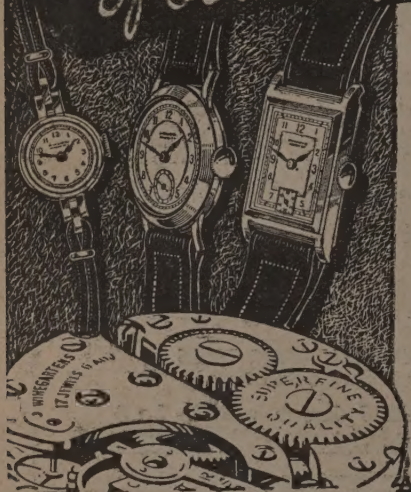
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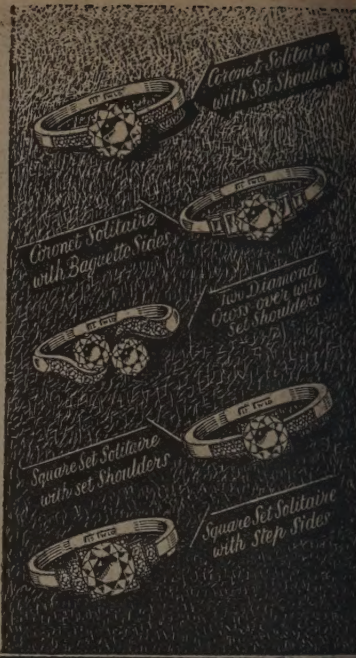
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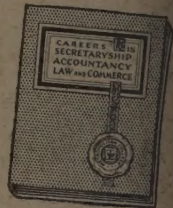
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